



# ***Town of Eastham***

## ***Annual Report 2014***

***Our Cover:***

***“Nauset Light in Snow”***

***Courtesy of: Edward Kulhawik***

**REPORTS**  
**of the**  
**TOWN OFFICERS**  
**of the**  
**TOWN OF EASTHAM**  
**for the year**  
**2014**



# TOWN OF EASTHAM

INCORPORATED IN 1651

Population 2014 Town Census 5,140

## ELECTED OFFICIALS

### SENATORS IN CONGRESS

|                  |      |
|------------------|------|
| Edward Markey    | 2020 |
| Elizabeth Warren | 2018 |

### REPRESENTATIVES IN CONGRESS – Ninth Congressional District

|                 |      |
|-----------------|------|
| William Keating | 2016 |
|-----------------|------|

### STATE SENATOR – Cape and Islands District

|             |      |
|-------------|------|
| Daniel Wolf | 2016 |
|-------------|------|

### REPRESENTATIVES IN GENERAL COURT – Cape and Islands District

|             |      |
|-------------|------|
| Sarah Peake | 2016 |
|-------------|------|

### COUNTY COMMISSIONERS

|                |      |
|----------------|------|
| Leo Cakounes   | 2018 |
| Mary Pat Flynn | 2017 |
| Sheila Lyons   | 2017 |

### BARNSTABLE COUNTY ASSEMBLY OF DELEGATES

|               |      |
|---------------|------|
| Teresa Martin | 2016 |
|---------------|------|

### MODERATOR

|             |      |
|-------------|------|
| Steven Cole | 2017 |
|-------------|------|

### BOARD OF SELECTMEN

|                            |      |
|----------------------------|------|
| Wallace F. Adams II        | 2016 |
| Linda S. Burt, Chair       | 2017 |
| Elizabeth Gawron           | 2017 |
| John F. Knight, Vice-Chair | 2016 |
| Martin McDonald, Clerk     | 2015 |

### TOWN CLERK

|                 |      |
|-----------------|------|
| Susanne Fischer | 2017 |
|-----------------|------|

### LIBRARY TRUSTEES

|                     |      |
|---------------------|------|
| David Payor, Chair  | 2015 |
| Norma P. Marcellino | 2016 |
| Mary Shaw           | 2017 |
| Edmond Harnett      | 2017 |
| Sharon Krause       | 2016 |

**HOUSING AUTHORITY**

|  |      |
|--|------|
| Edward Brookshire, Governor's Appointee, Chair | 2016 |
| Bernard Kaplan                                 | 2018 |
| Ruth Katzman                                   | 2014 |
| James McMakin                                  | 2016 |
| Elizabeth Simmons                              | 2014 |

**ELEMENTARY SCHOOL COMMITTEE**

|                   |      |
|-------------------|------|
| Ann Crozier       | 2016 |
| Amy Handel        | 2016 |
| Joanne Irish      | 2017 |
| Judy Lindahl      | 2017 |
| Mary Louise Sette | 2015 |

**NAUSET REGIONAL SCHOOL COMMITTEE**

|                   |      |
|-------------------|------|
| Sarah Blackwell   | 2015 |
| Edward Brookshire | 2016 |

## APPOINTED OFFICIALS

### AFFORDABLE HOUSING TRUST

|                      |      |
|----------------------|------|
| John F. Knight       | 2017 |
| James McMakin        | 2015 |
| Eileen Morgan, Chair | 2015 |
| Robert Sheldon       | 2016 |
| Rev. Matthew Wissell | 2015 |

### ANIMAL ADVISORY COMMITTEE

|                            |      |
|----------------------------|------|
| Joanne Baldauf             | 2015 |
| Martin Haspel, Chair       | 2016 |
| Kerry Ann Reid, Vice-Chair | 2017 |

### BARNSTABLE COUNTY HOME CONSORTIUM ADVISORY COUNCIL

|               |      |
|---------------|------|
| Bernie Kaplan | 2014 |
|---------------|------|

### BARNSTABLE COUNTY HUMAN RIGHTS COMMITTEE

|                 |        |
|-----------------|--------|
| Position vacant | INDEF. |
|-----------------|--------|

### BOARD OF ASSESSORS

|                           |      |
|---------------------------|------|
| Joanna Buffington         | 2017 |
| Doreen Cahill             | 2014 |
| Maureen Fagan, Vice Chair | 2015 |
| Alfred Sette, Chair       | 2017 |

### BOARD OF CEMETERY COMMISSIONERS

|                |      |
|----------------|------|
| Robert Carlson | 2015 |
| Bonnie Cormier | 2017 |
| Edmond Harnett | 2014 |
| Roger Thurston | 2016 |

### BOARD OF HEALTH

|                            |      |
|----------------------------|------|
| Dr. James Z. Taylor, Chair | 2015 |
| Dr. Martin Haspel          | 2016 |
| Dr. Joanna Buffington      | 2015 |
| Glenn Olson                | 2016 |

### BOARD OF HIGHWAY SURVEYORS

|                            |      |
|----------------------------|------|
| Wallace F. Adams II        | 2016 |
| Linda S. Burt, Chair       | 2017 |
| Elizabeth Gawron           | 2017 |
| Martin F. McDonald, Clerk  | 2015 |
| John F. Knight, Vice-Chair | 2016 |

### 1651 FOREST ADVISORY COMMITTEE

|                       |      |
|-----------------------|------|
| Steven Gulrich, Chair | 2014 |
| Steven LaBranche      | 2014 |

### TOWN OF ORLEANS WATER QUALITY ADVISORY BOARD

|                                     |        |
|-------------------------------------|--------|
| Eastham Representative, Sandy Bayne | INDEF. |
|-------------------------------------|--------|

**BOARD OF REGISTRARS**

|                             |        |
|-----------------------------|--------|
| Maureen Andujar             | 2017   |
| Audrey Bohannon             | 2015   |
| Veronica Brocklebank, Chair | 2015   |
| Ann Crozier                 | 2015   |
| Susanne Fischer             | Indef. |
| Ellen Lariviere             | 2015   |
| Cathy Thomas                | 2017   |
| Linda Van Nest              | 2015   |

**BIKEWAYS COMMITTEE**

|                       |      |
|-----------------------|------|
| Andrea Aldana         | 2014 |
| Sherida Cocchiola     | 2016 |
| David Crary           | 2015 |
| Michael Fontanarosa   | 2015 |
| Michael Harnett       | 2015 |
| Mary Beth O'Shea      | 2015 |
| Paul Schofield, Chair | 2015 |

**CAPE & VINEYARD ELECTRIC UTILITY COOPERATIVE**

|              |        |
|--------------|--------|
| Joseph Bayne | INDEF. |
|--------------|--------|

**CAPE COD COMMISSION**

|                  |      |
|------------------|------|
| Joyce Brookshire | 2015 |
|------------------|------|

**CAPE COD COMMISSION:  
REGIONAL BIKEWAYS AND PEDESTRIAN COMMITTEE**

|             |        |
|-------------|--------|
| Neil Andres | INDEF. |
|-------------|--------|

**CAPE COD NATIONAL SEASHORE ADVISORY COMMITTEE**

|                           |      |
|---------------------------|------|
| Donald Nuendel, Principal | 2015 |
| Nat Goddard, Alternate    | 2015 |

**CAPE COD REGIONAL TECHNICAL HIGH SCHOOL**

|                    |      |
|--------------------|------|
| Glenn Olson        | 2016 |
| Bernard Richardson | 2017 |

**CAPE COD REGIONAL TRANSPORTATION COMMISSION**

|                   |        |
|-------------------|--------|
| Sheila Vanderhoef | INDEF. |
|-------------------|--------|

**CAPE LIGHT COMPACT**

|             |      |
|-------------|------|
| Fred Fenlon | 2014 |
|-------------|------|

**CAPITAL PROJECTS COMMITTEE****Library:**

|                                       |            |
|---------------------------------------|------------|
| Sheila Vanderhoef, Town Administrator | Indefinite |
| Elizabeth Gawron, Board of Selectmen  | Indefinite |
| Aimee Eckman, Finance Committee       | Indefinite |



**Rock Harbor:**

|                                       |            |
|---------------------------------------|------------|
| Sheila Vanderhoef, Town Administrator | Indefinite |
| Wallace Adams II, Board of Selectmen  | Indefinite |
| Michael Hackworth, Finance Committee  | Indefinite |

**Municipal Water:**

|                                       |            |
|---------------------------------------|------------|
| Sheila Vanderhoef, Town Administrator | Indefinite |
| John Knight, Board of Selectmen       | Indefinite |
| Fred Guidi, Finance Committee         | Indefinite |

**COMMUNITY PRESERVATION COMMITTEE**

|                         |      |
|-------------------------|------|
| Edward Brookshire       | 2016 |
| Josiah Holden Camp, Jr. | 2015 |
| Edmund Casarella        | 2017 |
| Dan Coppelman           | 2016 |
| L. Michael Hager        | 2017 |
| Linda Haspel            | 2016 |
| Eileen Morgan           | 2014 |
| Judith Poulin           | 2015 |
| Lisa Panaccione         | 2014 |
| Peter Wade              | 2015 |

**CONSERVATION COMMISSION**

|                      |      |
|----------------------|------|
| James Baughman       | 2017 |
| Michael Harnett      | 2015 |
| Linda Haspel         | 2014 |
| Steven Kleinberg     | 2016 |
| Steven LaBranche     | 2017 |
| Fred Rollinson       | 2014 |
| Stephen Smith, Chair | 2015 |
| Mary Zdanowicz       | 2015 |

**COUNCIL ON AGING**

|                        |      |
|------------------------|------|
| Elizabeth Beard, Chair | 2015 |
| Lucile Cashin          | 2015 |
| Carol DiBona           | 2016 |
| Thomas Hawko           | 2014 |
| Dolores Higgins        | 2016 |
| Margaret Lynn          | 2015 |
| Theresa McAlpine       | 2015 |
| Pauline McGaughey      | 2014 |
| Marjorie Sturm         | 2014 |
| Mary Sullivan          | 2015 |
| Patricia Unish         | 2017 |
| Stephanie Whalen       | 2016 |

**CULTURAL COUNCIL**

|                       |      |
|-----------------------|------|
| Anthony Cantore       | 2017 |
| Felice Coral          | 2015 |
| Stanley Holt          | 2015 |
| Ginger Kimler         | 2016 |
| Brian LaValley, Chair | 2016 |
| Kathleen Masterson    | 2017 |
| Elizabeth Putnam      | 2015 |
| Johanna Schneider     | 2017 |

**ELECTRONIC VOTING COMMITTEE**

|                     |      |
|---------------------|------|
| Arthur Autorino     | 2016 |
| Jessica Dill        | 2016 |
| Peter Lancellotti   | 2016 |
| Teresa Martin       | 2016 |
| Edward Schneiderhan | 2016 |

**FINANCE COMMITTEE**

|                      |      |
|----------------------|------|
| Arthur Autorino      | 2016 |
| Susan Beyle          | 2015 |
| Judith Cannon        | 2014 |
| Steven Cole          | 2014 |
| Brian Eastman, Clerk | 2015 |
| Russ French, Chair   | 2016 |
| Brian Eastman, Clerk | 2015 |
| Aimee Eckman         | 2016 |
| Fred Guidi           | 2017 |
| Michael Hackworth    | 2017 |
| John Knox            | 2015 |
| William O'Shea       | 2017 |

**HISTORICAL COMMISSION**

|                            |      |
|----------------------------|------|
| J. Holden Camp, Jr., Chair | 2015 |
| Frank Crozier              | 2017 |
| Marie Forjan               | 2015 |
| Elizabeth Sandler          | 2015 |
| Kathryn Sette              | 2015 |
| Joan Sullivan              | 2017 |
| Leon Verrone               | 2016 |

**HUMAN SERVICES ADVISORY BOARD**

|                      |      |
|----------------------|------|
| Susan Canavari       | 2017 |
| Judy Izikewicz       | 2015 |
| Carl Lipton          | 2016 |
| Elaine Lipton, Chair | 2015 |
| R. Gordon Major      | 2014 |
| Margaret Phillips    | 2016 |
| Dylis Smith          | 2017 |

**OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION**

|                              |      |
|------------------------------|------|
| Katherine Alpert             | 2015 |
| Sherida Cocchiola, Alternate | 2015 |
| Jane Fischer, Chair          | 2015 |
| Gail O'Keefe-Edsen           | 2015 |
| Leon Verrone                 | 2017 |

**OPEN SPACE COMMITTEE**

|                      |      |
|----------------------|------|
| Robert Cook          | 2015 |
| Carl Steven Gulrich  | 2014 |
| Robert Gurney, Chair | 2015 |
| Robert M. Jacovino   | 2015 |
| Stephen Smith        | 2015 |
| Peter Wade           | 2015 |

**PLANNING BOARD**

|                            |      |
|----------------------------|------|
| Arthur Autorino, Alternate | 2015 |
| Daniel Coppelman, Chair    | 2015 |
| Richard Dill               | 2017 |
| Craig Nightingale          | 2017 |
| Lisa Panaccione            | 2014 |
| Robert Smith               | 2016 |
| Mark Stahl                 | 2017 |
| Leon Verrone, Alternate    | 2015 |
| Dwight Woodson             | 2015 |

**PUBLIC ACCESS COMMITTEE**

|                        |      |
|------------------------|------|
| Asa Decker, Jr.        | 2014 |
| Lori Hovenstine, Chair | 2014 |
| Jeanette L. Marcucci   | 2016 |
| Eileen Morgan          | 2015 |

**RECREATION COMMISSION**

|                          |      |
|--------------------------|------|
| Edward Jordan            | 2016 |
| Robert A. LaBranche, Jr. | 2015 |
| Edmund Casserella, Chair | 2017 |
| Brent Warren             | 2016 |

**RECYCLING COMMITTEE**

|                   |      |
|-------------------|------|
| Andrea Aldana     | 2015 |
| Roslyn Diamond    | 2014 |
| Fred W. Guidi     | 2015 |
| Joyce Ikonnikow   | 2016 |
| Lian Smith, Chair | 2016 |

### **SEARCH COMMITTEE**

|                     |      |
|---------------------|------|
| Judith Cannon       | 2017 |
| Jessica Dill        | 2014 |
| Gloria Schropfer    | 2016 |
| Dilys Jones Smith   | 2015 |
| Robert Smith, Chair | 2015 |
| Barbara Stahl       | 2014 |

### **VISITORS TOURISM & PROMOTION SERVICES BOARD**

|                       |      |
|-----------------------|------|
| Prudence Kerry, Chair | 2016 |
| Bonnie Nuendel        | 2015 |
| Jim Russo             | 2016 |
| Alfred Sette          | 2014 |
| Barbara Stahl         | 2014 |

### **WATER MANAGEMENT COMMITTEE**

|                       |      |
|-----------------------|------|
| Adele Blong           | 2017 |
| Marcel Boelitz        | 2015 |
| Roger Dumas           | 2015 |
| Mike Guzowski         | 2017 |
| Charles Harris, Chair | 2015 |
| William Nugent        | 2015 |
| Edward Sedlock        | 2014 |
| Janet Sisterson       | 2016 |

### **ZONING BOARD OF APPEALS**

|                            |      |
|----------------------------|------|
| Peter Doolittle, Alternate | 2014 |
| George Reinhart            | 2015 |
| Edward Schneiderhan        | 2015 |
| Robert Sheldon, Chair      | 2016 |
| Joanne Verlinden           | 2016 |
| Stephen Wasby              | 2015 |
| John Zazzaro               | 2017 |

### **RESIGNATIONS 2014**

|                   |                                  |
|-------------------|----------------------------------|
| Andrea Aldana     | Bikeways Committee               |
| Doreen Cahill     | Board of Assessors               |
| Steven Cole       | Finance Committee                |
| Roslyn Diamond    | Recycling Committee              |
| Peter Doolittle   | Zoning Board of Appeals          |
| Linda Haspel      | Conservation Commission          |
| Michael Hackworth | Water Management Committee       |
| Lisa Panaccione   | Community Preservation Committee |
|                   | Planning Board                   |

## BOARD OF SELECTMEN

Two thousand and fourteen was once again a very busy year for the Board of Selectmen. In May, Linda Burt was re-elected to a three year term and we also welcomed a new member to the board, Elizabeth Gawron. Ms. Gawron filled the seat of former Selectmen Aimee Eckman, who we once again thank for her service to the community. The Board continues to meet every other week on Monday nights followed by a work session on Wednesday. Meetings are always open to the public, and we encourage the citizens to come and air their concerns or ask questions. Selectmen meetings are also broadcast live on cable channel 17, and can be found on the town web site.

Several complex projects, requiring intense public participation and voter approval, have been in the works for a number of years. Perhaps the most complex and most debated was the municipal water supply issue. Finally, at the past May town meeting, voters agreed to fund a 'backbone' and 'landfill study area' water supply system. Design of this system and necessary permitting is moving along well, and we are confident that all aspects of the project will remain on time. If desired by the voters in the future, this system can be expanded town wide.

Another complex issue, debated at Town Meeting was the plowing and maintenance of private roads. Voters did finally approve moving forward with the concept, and town staff from the DPW has been reviewing private roads to determine which roads will be acceptable to plow and which roads will need improvements and/or tree trimming. A recommendation of a funding amount and priority list will be a topic for discussion at the May 2015 meeting.

Rock Harbor Dredging and purchase of the nearby property at 700 Dyer Prince Road were also approved at Town Meeting in May. This long awaited dredging project provides for ongoing and important boat access to Cape Cod Bay, while the associated municipal marina space at the harbor provides for some revenue to the town. The adjacent land purchase at the head of Dyer Prince adds to both our protected open space and beach access.

The library renovation/construction project is taking shape and we are looking forward to its completion sometime between September and December of 2016.

Affordable family and senior housing continue to be a vital issue here on the lower cape. The Affordable Housing Trust has been doing an excellent job adding units each year with the help of Community Preservation Funds. However, the housing goal of 10% required by State mandate will never be met unless there is increased funding set aside for this important project.

These are but a few of the topics that have been on the agenda for the Selectmen's meetings and work sessions during the past year. We would like to thank the Town Administrator for her ongoing dedicated service to the town. The knowledge and support she provides enable the Selectmen to make the best use of their time when working on the many issues which come before us. To the town employees and countless volunteers, we thank you for all that you do each day to provide the citizenry of Eastham with a very special place to live!

Respectfully submitted,

Linda S. Burt Chairman

## BOARD OF ASSESSORS

The Town of Eastham completed the Fiscal Year 2015 Interim Year Update as required by the State to achieve full and fair cash value assessments. The median value of a single-family home as of the January 1, 2014 assessment date was approximately \$382,500 compared to \$382,250 the previous year. Utilizing those medians and the respective fiscal year's tax rates, the tax bill for the median single-family property rose \$32.35 or 1.21%, from \$2,683.40 (\$382,250 x \$7.02 per \$1,000) to \$2,715.75 (\$382,500 x \$7.10 per \$1,000).

The Town of Eastham had 6,349 taxable real estate parcels and 2,852 taxable personal property accounts as of January 1, 2014.

The Board of Selectmen held a public hearing on September 2, 2014 to determine the percentages of the tax levy to be borne by each class of property for FY'15. The Board voted to adopt a single tax rate for all classes of property. The FY'15 tax rate is \$7.10 per \$1,000 of valuation.

The Board of Assessors acted on 120 tax exemption applications for Veterans, the blind, seniors, hardship, paraplegic, and for a surviving spouse of a police officer killed in the line of duty. The total tax exempted was \$84,907.85. There were a total of 18 applications for real estate abatements for FY'15 which is less than 1% of the 6,349 taxable real estate parcels, and 11 applications for personal property abatements which is less than 1% of the 2,852 taxable personal property accounts.

The Assessing Department continued the on-going 10-year cyclical inspection of properties as required by the State Department of Revenue as well as recollected the data for all properties with active building permits or sold during the past year. The Board appreciates the continuing cooperation of all property owners in allowing interior and exterior inspections. It is greatly appreciated and insures a fair assessment.

The Assessing department handled a large volume of requests for assistance and information and the Board appreciates the professionalism and competence demonstrated by the staff of Gail McAleer, Deputy Assessor; Cindy Nicholson, Assistant to the Assessor; Bruce Cabral, Data Collector/Field Appraiser; and Janet Gyurits, Part-Time Assessors Clerk. They served the public by maintaining a high level of accuracy with critical data which insures credible and fair assessments. 2014 also saw changes in the Assessor's office. Gail McAleer retired after serving as the Deputy Assessor since 2001. The board and staff thank her for her dedication to the department and wish her well in her retirement. Belinda Eyestone returned to Eastham from Truro to fill the Deputy Assessor's position. Bruce Cabral left to take the Assistant Assessor position in Woburn and was replaced by Mark Wojnar as the new field appraiser/data collector. The Board also thanks the Board of Selectmen and the taxpayers for their support and understanding of the tax assessment process.

Respectfully submitted,

Alfred J. Sette, Jr., Chairman

# TAX RATE RECAPITULATION FISCAL YEAR 2015

## I. TAX RATE SUMMARY

|     |   |                 |
|-----|---|-----------------|
| la. | Total amount to be raised (from IIE)                              | \$26,871,929.17 |
| lb. | Total estimated receipts and<br>other revenue sources (from IIIE) | 8,000,169.00    |
| lc. | Tax levy (IA minus IB)  | 18,871,760.17   |
| ld. | Distribution of Tax Rates and levies                              |                 |
|     | Is this a recertification year? N                                 | (Enter Y or N)  |

| (a)         | (b)                               | (c)   | (d)                                  | (e)                         | (f)                             |
|-------------|-----------------------------------|---|--------------------------------------|-----------------------------|---------------------------------|
| CLASS       | LEVY<br>PERCENTAGE<br>(from LA-5) | IC above times<br>each percent in<br>column (b) | VALUATION<br>by CLASS<br>(from LA-5) | TAX RATES<br>(c)/(d) x 1000 | LEVY by CLASS<br>(d) x (e)/1000 |
| Residential | 96.0317%                          | 18,122,872.11                                   | 2,552,517,311                        | 7.10                        | 18,122,872.91                   |
| Open Space  | 0.000%                            | 0.00  | 0                                    |                             | 0                               |
| Commercial  | 2.7036%                           | 510,216.91                                      | 71,861,939                           | 7.10                        | 510,219.77                      |
| Industrial  | 0.2871%                           | 54,180.82                                       | 7,629,800                            | 7.10                        | 54,171.58                       |
| SUBTOTAL    | 99.0224%                          | —   | 2,632,009,050                        |                             | 18,687,264.26                   |
| Personal    | 0.9776%                           | 184,490.33                                      | 25,985,340                           | 7.10                        | 184,495.91                      |
| TOTAL       | 100.0000%                         | —   | 2,657,994,390                        |                             | 18,871,760.17                   |

Eastham Board of Assessors

Alfred J. Sette, Jr.  
Maureen Fagan  
Joanna Buffington

## **AFFORDABLE HOUSING TRUST**

The Eastham Affordable Housing Trust started its work in 2009 with the express purpose of creating and preserving affordable housing in Eastham. The Trust has been actively developing an inventory of permanently deed-restricted affordable rental units on a scattered site basis, but recognizes that to make significant impact the town must develop affordable housing on a larger scale.

Eastham has the lowest number of deed- restricted affordable homes of any town on Cape Cod. The Commonwealth requires that all towns work toward an affordable housing inventory that equals or exceeds 10% of all housing stock and Eastham is at 2%. The Trust recognizes that there is a great deal of work to do.

To date the Trust, with the assistance of their consultant Alice Boyd, has purchased and rehabilitated 4 one-bedroom rentals, 2 two-bedroom rentals and 1 three-bedroom rental thanks to the generosity of the Eastham Community Preservation Committee and Eastham residents. The homes can house up to 22 people and will be available to Eastham residents in perpetuity. The average purchase price per unit for these homes was \$145,134. The Trust has also worked with Habitat for Humanity of Cape Cod to develop two new homeownership units.

In an effort to provide immediate assistance to local households the Eastham Affordable Housing Trust also oversees a Rental Subsidy Program. Currently operated by the Harwich Ecumenical Council for Housing, this program has assisted 15 families with a sliding scale subsidy of up to \$300 per month. Each tenant must participate in financial counseling, budget training and create a plan to become self-sustaining at the completion of the three-year program. We're very pleased with the success of this program and hope to continue it for another group of residents with the assistance and support of the Eastham Community Preservation Committee and Town residents.

The EAHT would like to thank all of those who support the creation and retention of affordable housing in our town, particularly the Board of Selectmen, Town Administrator, town employees and particularly the Eastham Community Preservation Committee.



## **ANIMAL ADVISORY COMMITTEE**

The Animal Advisory Committee (ACC) was established to serve as a resource for the Board of Selectmen and the Town of Eastham on matters relating to animals, particularly situations involving potentially dangerous dogs. The ACC is comprised of individuals with experience in dog training, animal behavior and animal welfare. The Committee works closely with the Eastham Police Department, particularly with the Animal Control Officer (ACO). The AAC is convened at the request of the Board of Selectmen, the Town Administrator or the Eastham Police Department. No such requests were made during 2014.

In accordance with its charge, the AAC met quarterly in 2014. The officers of the AAC were elected as follows:

Chair: Dr. Martin Haspel  
Vice-Chair: Kerry Ann Reid  
Clerk: Joanne Baldauf

Respectfully submitted,

Dr. Martin Haspel

## **EASTHAM BIKEWAYS COMMITTEE**

The Committee held eight meetings during 2014. The emphasis during 2014 was to promote safe cycling throughout Eastham.

Unfortunately, the fourth annual Eastham Waterways Bike Ride in May was not well attended. It was due to a combination of bad weather and scheduling too early. We are making changes to the 2015 event to increase attendance. In conjunction with Idle Times Bike Shop, we also sponsored our annual Bike Maintenance Day behind Town Hall.

We worked with the Eastham Police Chief to distribute bicycle lights to seasonal workers. This is an ongoing effort to improve biking safety.

We continued our efforts to improve the safety of the Eastham bike tunnel. A site meeting was held last September. Attendees were: Eastham fire and police chiefs, Eastham Town Administrator, and Bikeways Committee member Mike Harnett. In addition, 4th District Representative Sarah Peake and Chief of Staff Dottie Smith attended. Also in attendance from the Department of Conservation and Recreation: Commissioner Jack Murray, Legislative Director Tony Barletta, Planner Dan Driscoll and Nickerson Park Supervisor Eric Levy. Several short and long-term solutions were discussed. Some improvements have already been completed. This situation will be an ongoing project during 2015.

The Committee continued to monitor and attend regional meetings regarding the Cape Cod Rail Trail (CCRT). There is an ongoing effort by the Cape Cod Commission to extend the CCRT to Provincetown. Although this is not in our jurisdiction, we continue to monitor the progress made and any implications for the Eastham CCRT.

We met with Mark Powers, Director of Eastham Parks and Recreation, and discussed signage at Eastham bay beaches. An inconsistency regarding 'No Vehicles on Beach' signs and bike riding on the beach was noticed and brought to Mr. Powers' attention. Mr. Powers will correct the problem.

Respectfully submitted,

Michael Fontanarosa,  
Chair - Eastham Bikeways Committee

## **BUILDING DEPARTMENT**

In Calendar Year 2014, we issued 533 building permits, of which 17 were for new homes, 14 demolition permits, 455 additions/alterations, 42 solar installation permits, 28 sheet metal permits, and 246 Certificates of Occupancy were issued. Building permit fee receipts totaled \$102,095.15.

Respectfully submitted,

Thomas Wingard  
Inspector of Buildings

## **PLUMBING AND GAS INSPECTOR**

For the calendar year 2014, 267 plumbing permits and 352 gas permits were issued. 457 plumbing inspections and 513 gas inspections were conducted. Total receipts were \$56,455.00.

Respectfully submitted,

Scott Van Ryswood  
Plumbing and Gas Inspector

## **REPORT OF THE WIRING INSPECTOR**

During the Calendar Year 2014, the following inspections were made:

|                   |     |
|-------------------|-----|
| Temporary         | 10  |
| Service           | 56  |
| Rough             | 156 |
| Final             | 251 |
| Other             | 204 |
| Fire              | 0   |
| Advisory          | 56  |
| Code              | 42  |
| <hr/>             |     |
| Total Inspections | 775 |

Total Receipts turned in by the Wiring Inspector was \$43,760.00

Respectfully submitted,

Wallace Adams  
Wiring Inspector

# CAPE COD COMMISSION

## About the Cape Cod Commission

The Cape Cod Commission is the regional land use planning, economic development, and regulatory agency for Barnstable County, Massachusetts. It was created in 1990 to serve the citizens and 15 towns that comprise Cape Cod. The Commission works toward maintaining a healthy balance between economic progress and environmental vitality. "Keeping a special place special" describes the agency's mission to protect the region's unique qualities.

The 19-member appointed Cape Cod Commission board represents a wide spectrum of the region and provides oversight for a staff of 40 professionals.

This report represents broad areas of the Commission's work and responsibilities, highlighting several specific projects and initiatives.

**Address:** 3225 Main Street, P.O. Box 226, Barnstable, MA 02630

**Phone:** (508) 362-3828

**Fax:** (508) 362-3136

**Email:** [frontdesk@capecodcommission.org](mailto:frontdesk@capecodcommission.org)

**Web:** [www.capecodcommission.org](http://www.capecodcommission.org), [www.statscapecod.org](http://www.statscapecod.org),  
[watersheds.capecodcommission.org](http://watersheds.capecodcommission.org), [cch2o.org](http://cch2o.org)

**EASTHAM REPRESENTATIVE:** Joy Brookshire

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## Section 208 Plan Update

The update of the 1978 Section 208 Cape Cod Area-Wide Water Quality Management Plan, as directed by the Commonwealth, began in earnest in July 2013 with the first of more than 170 community stakeholder and supporting advisory committees.

The 1978 plan identified increasing residential densities and a three-fold summer population influx as the cause of isolated water quality and wastewater management problems. It anticipated that future growth, primarily in more inland areas where most public water supply wells are located and along the shores of the Cape's many inland ponds, threatened to cause more serious groundwater contamination and increased eutrophication in surface waters. Those concerns have been borne out.

The Section 208 Plan Update, conducted under Section 208 of the federal Clean Water Act, seeks to address excessive nutrient loading in a majority of the Cape's 57 major embayment watersheds through cost effective and supportable actions by towns on a watershed-by-watershed basis. The extensive public outreach and stakeholder process was as important as the technical work and innovative decision-support tools developed in support of the plan.

Overcoming the challenges to restoring many of Cape Cod's marine ecosystems requires a new approach. The draft Section 208 Plan Update reflects a new approach with five basic principles.

The plan is watershed based. The most effective and efficient solutions are found by beginning the consideration of solutions within the jurisdiction of the problem.

The plan leverages existing local plans by making use of the enormous amount of data and input already collected by Towns as part of their comprehensive wastewater management planning to date.

All solutions are considered – everything has to be on the table. The plan takes into account all technologies and strategies that may be successful on Cape Cod. It evaluates each technology or approach individually and then looks for appropriate places for its use as part of a watershed scenario.

The purpose of the plan is to set the parameters for the discussion of solutions on a watershed basis. The watershed scenarios developed represent a range of options. They do not suggest an optimal solution.

Cost is considered as part of every watershed scenario and the impact on individual homeowners is a primary concern. If a solution isn't affordable, it's not doable.

The purpose of the Section 208 Plan Update is to develop an integrated water and wastewater management system that includes a series of phased approaches that will remediate groundwater and surface water impairments in each watershed.

The Commission issued a draft report to state and federal regulators in June 2014, with a public draft scheduled for release and review during the first half of FY 2015. A final draft is anticipated by January 2015.

[capecodcommission.org/208](http://capecodcommission.org/208)

## **Fertilizer Management DCPC**

In response to state legislation that would remove the ability of individual communities to regulate fertilizers, the Commission initiated a Cape-wide fertilizer management District of Critical Planning Concern (DCPC). Development of the DCPC and its implementing regulations included stakeholder meetings with landscape, turf management and fertilizer industry professionals, as well as numerous opportunities for public comment and input. The DCPC was approved by Barnstable County and it provides towns with the opportunity to adopt local bylaws consistent with the implementing regulations. Participation was voluntary.

## **Strategic Information Office**

The Commission's Strategic Information Office (SIO) continued its technical support and development of an e-permitting platform for Cape towns.

Other regional SIO projects included Cape-wide aerial flyover for digital mapping for a comprehensive Geographic Information Service (GIS) dataset. Towns historically contracted for such services independently. With most towns participating, an estimated \$1 million in savings was realized.

## **CEDS/Economic Development**

The Commission submitted the first five-year update to the Comprehensive Economic Development Strategy (CEDS) in June 2013, establishing regional priority projects for the next five years. CEDS is an important planning document that provides additional federal economic resources and grant opportunities. Implementation of

CEDS initiatives by the Commission and the Cape Cod Economic Development Council was instrumental in demonstrating the County's commitment to economic development, which led to the designation of Barnstable County as an Economic Development District by the U.S. Economic Development Administration in December 2013.

### **Chapter H reform**

On May 8, 2014, the Cape Cod Commission approved the first increased thresholds under authority granted by the elected Assembly of Delegates in fall 2013. Chapter H of the Commission's Code of Regulations allows for increases in developments of regional impact (DRI) review thresholds by the Commission.

Approved was a revised DRI threshold of up to 40,000 square feet for proposed Research & Development and Light Manufacturing Uses in the following designated areas: Jonathan Bourne Drive, Bourne; Edgerton Drive, Falmouth; Falmouth Technology Park, Falmouth; and Sandwich Industrial Park, Sandwich.

In these areas research & development and light manufacturing uses are allowed up to 40,000 square feet without the need for Commission review. The limited areas for which threshold relief was provided represent an initial, but not last step for the use of Chapter H. Interest has already been expressed by several towns in pursuing other such designations at locations across the Cape.

### **Smarter Economy Conference**

The May 2014 Smarter Economy conference introduced a new online planning tool called FRED, Flexible Regional Economic Development. Driven by 17 information layers of land use, economic and social data, FRED helps identify development potential and challenges in user-selected areas of the Cape. For towns, FRED represents a new way to plan and identify the locations best suited for new development, redevelopment and other economic development planning needs. As FRED develops, new layers of data, including local zoning regulations, will be added to increase its application and utility.

[capecodcommission.org/ceds](http://capecodcommission.org/ceds)

### **Regional Solid Waste Negotiations**

The Commission facilitated regional negotiations for solid waste disposal on behalf of 11 Cape communities, as well as a number of off-Cape towns. These negotiations resulted in an initial \$17 per ton reduction in prices offered by Covanta through its SEMASS trash-to-energy plant in Rochester and the timing of the regional negotiation allowed new lower-cost alternatives to enter the marketplace. This project was funded with District Local Technical Assistance (DLTA) grant fund administered by the Commission.

### **Communications/Outreach**

Under a Joint Initiative with Barnstable County, a Joint Communications Plan developed through the Commission and other County departments was recommended to the Barnstable County Commissioners.

The Commission newsletter, The Reporter, was redeveloped into a website ([capecodcommission.org/newsletter](http://capecodcommission.org/newsletter)) and occasional print publication.

From January through May 2014, Commission Executive Director Paul Niedzwiecki met with all boards of selectmen and the Barnstable Town Council to provide an update on Commission activities and progress of the Section 208 Plan Update.

In spring 2014, citizen-initiative petitions seeking town-level action to begin withdrawal from the Cape Cod Commission were presented as town meeting articles in eight towns and as a citizen petition for Barnstable Town Council action. All were defeated, either on procedural votes or direct votes on the merits.

### **Regulatory Program (Highlights)**

**LOWE'S HOME IMPROVEMENT CENTER, DENNIS:** After a lengthy review allowing for extensive public comment, both written and through more than 15 public hearings and subcommittee meetings, in January 2014 the full membership of the Commission denied an application by Lowe's Home Centers, Inc. for a new 106,000-square-foot store on Theophilus F. Smith Road in Dennis. An appeal of the Commission's denial of a Development of Regional Impact permit for this proposed development was filed and dismissed by stipulation in June 2014.

### **Water Resources**

Water Staff provides technical assistance to the towns, citizens and the County on water resources projects including: water supply, wastewater and stormwater management, fresh water ponds, and marine waters,

Project assistance included numerous technical assessments, Cape-wide well monitoring, planning, education and regulatory review on all aspects of Cape Cod's water resources. Water staff participates on a variety of local and regional committees and strives to develop strategies to implement cost-effective solutions to capitalize on common regional needs across the Cape.

- Coordinated PALS (Ponds and Lake Stewards) pond sampling program
- Participated in Town of Eastham Water Supply Project

### **Transportation**

The Cape Cod Commission's transportation staff provides technical expertise in transportation and traffic-related matters for the Commission, its staff, and the 15 Cape Cod towns. The Cape Cod Commission Act charges the Commission with furthering and coordinating the provision of "adequate capital facilities," including transportation services, through the goals and standards specified in the Cape Cod Regional Policy Plan.

The Commission provides administrative and staff support for the Cape Cod Metropolitan Planning Organization (MPO), and the Cape Cod Joint Transportation Committee (CCJTC).

In FY2014, the Commission administered more than \$30 million in Cape-based transportation projects, funded through the Cape Cod Transportation Improvement Program (TIP).

[capecodcommission/transportation](http://capecodcommission/transportation)

## Highlighted Transportation Projects:

**TRAFFIC COUNTING PROGRAM:** The Commission's transportation staff conducted annual summer traffic counts in Eastham, including automatic traffic recorders (ATRs) and turning movement counts (TMCs). Traffic data is available online: [www.capecodcommission.org/departments/technicalservices/transportation/counts](http://www.capecodcommission.org/departments/technicalservices/transportation/counts)

Roadway segments and intersections in Eastham included Bridge Road south of Herring Brook Road; Bridge Road south of Samoset Road; Bridge Road south of Widgeon Road; Cable Road south of Ocean View Drive; Governor Prence Road east of Route 6; Ocean View Drive south of Cable Road; and Samoset Road west of Route 6.

**BOURNE ROTARY:** One of the most serious traffic congestion/safety problems on Cape Cod occurs at the Bourne Rotary. Traffic congestion there affects residents of Bourne, visitors to Cape Cod, and emergency response time throughout the Upper Cape (the area that includes the towns of Bourne, Sandwich, Falmouth, and Mashpee). Under the 2013 Unified Planning Work Program, the Cape Cod Commission completed a transportation planning study for the area providing options for local decision-makers to consider for safe and convenient access within the study area for all users of the roadway system including pedestrians, bicyclists, and motorists.



# CAPE COD REGIONAL TECHNICAL HIGH SCHOOL DISTRICT

*Cape Cod Regional Technical High School will provide an opportunity to acquire high quality technical, academic, and social skills preparing our students for success in our changing world.*

Cape Cod Regional Technical High School (CCRTHS) was established in 1973 as a public technical high school. The CCRTHS district draws students from 12 towns extending from Mashpee to Provincetown. For our school year 2013-2014, we had 655 students enrolled in 17 different technical programs with an operating budget of \$13,505,905.

The town of Eastham had 13 students enrolled at CCRTHS as of October 1, 2013. The assessment for Eastham in FY14 was \$234,197.

## Technical Areas of Study

|  |                  |                        |
|--|------------------|------------------------|
| Auto Collision Technology                  | Dental Assisting | Health Technology      |
| Auto Technology                            | Early Childhood  | Horticulture           |
| Carpentry                                  | Electrical       | Information Technology |
| Cosmetology                                | Engineering      | Marine Services        |
| Culinary Arts                              | Graphic Arts     | Plumbing               |
| Heating, Ventilation, and Air Conditioning |                  | Welding                |

## Highlights from Cape Cod Tech 2013-2014 School Year

- Graduated 137 seniors in June 2014, three (3) from Eastham.
- CCRTHS had the highest graduation rate of 95.6% in June 2014 for Cape Cod public and charter schools.
- CCRTHS students meet the same academic standards required by the state for all of the sending schools.
- Improved public and community relations by servicing community members in our shops at the school. Community members saved \$501,496 in labor charges overall.
- Thirty-eight students received John and Abigail Adams Scholarships, one from Eastham.
- Thirty-nine students were inducted to the National Technical Honor.
- Fifteen juniors in Health Tech passed the State Certified Nursing Exam.
- At the SkillsUSA State level competition, sixteen students won medals. Examples of medals won: Marine Service Technology, Career Showcase Arts & Communication and Non-Traditional Career Portfolio, Career Showcase Human Services.
- At the SkillsUSA District level competition, eleven students won medals. Medals won: Computer Maintenance, Marine Service Technology, Commercial Baking, Cosmetology Over 500 Hours, Teamworks Carpentry, Teamworks Electrical, Teamworks Mason, Teamworks Plumbing, Collision Repair, Computer Maintenance and Nurse Assisting

- At the Massachusetts 2014 FFA State Convention, CCRTHS won *Best Dressed Chapter Award*, *100% Membership Award* and *Membership Growth Award*. One student won third place for *Individual Safe Equipment Operation Career Development Event* and one student was elected *2014-2015 Massachusetts State President*.
- Computer/21<sup>st</sup> Century Learning Course senior students participated in the hands-on personal finance simulation Credit for Life Fair. Forty-two local employers attended our CCT Job Fair to recruit our skilled student technicians.
- The English Department piloted the PARCC exam in grades 10 and 11.
- The Advanced Placement Language Course completed its second year.
- A freshman Health class was designed to address the physical, mental/emotional and social health needs of ninth graders.
- The Library was successful in maintaining before and after school hours for students to work on homework, papers and projects. Approximately twenty students utilized this on a daily basis.
- The Math Department fully implemented the MA 2011 standards at 11<sup>th</sup>-12<sup>th</sup> level with new Algebra 2 texts for the new curriculum.
- In Physical Education, pedometers were assigned to students and steps per day were recorded.
- In Science, the 2013 MCAS results show 100% of students who took the Bio MCAS passed and 94% of students who took the Engineering/Technology MCAS passed. Modern Chemistry is being implemented to support Chemistry 11 and 12.
- In Social Studies, a quality Advanced Placement course was implemented for grade 11 World History. Eighteen students completed the AP world history course and took the AP exam.
- Six students were honored for the Cape Verdean essay contest and one was the winner selected by the Harwich Historical Society.
- The Spanish Department attended Philanthropy Day with four students from CCRTHS. Students participated in workshops and presented their experience to School Committee.
- Special Education held after school support providing sports, bowling, food pantry visits, school play and the talent show. Two students received the Rita DeSiata Scholarship.
- Our School Counseling Department sponsored a weeklong "Break Free from Depression" curriculum from Children's Hospital to all ninth grade students during health. Also each of the four counselors ran a support group for a targeted population of students.
- The Art Department sold several pieces of student art work to CCT faculty and community. The proceeds went to individual students.
- Auto Collision Department increased shop output by 20 percent.

- Auto Technology established one to one computing with a fully web-based textbook.
- At the Mass Auto Dealers competition students won first place in the state then placed twelfth in the national competition. One student received the highest written test score in the Ford/AAA competition, and we placed second overall in that competition.
- Carpentry Department was heavily involved with the refurbishing of the Gilmore House, a structure on campus. All senior students completed the OSHA Training Program.
- In Cosmetology, all five seniors who took the Cosmetology State Exam passed, all eight juniors and five sophomores who took the Nail Technician State Exam passed.
- Culinary Arts provided the food service for the Cape Cod Chamber of Commerce Home and Garden Show as a shop fundraiser for the Jean Gage Memorial Scholarship. A web page for *The Hidden Cove Restaurant* was developed.
- Dental Assisting seniors participated in five weeks of internship and worked alongside staff in local dental offices. This experience resulted in two job offers for students. All sixteen Dental Assisting students assisted in the Ellen Jones Dental Clinic as part of their shop training.
- Early Childhood Education staffing model allowed the preschool to remain open an hour longer.
- Electrical students completed a huge outside job wiring eight cabins in Brewster and updating electrical distribution of the whole camp. Project offered great experience for students and a major assistance to a non- profit camp for families with a child that has life threatening illness.
- Graphic Arts made a solid connection to Cape Cod Community College by paving the way for students to earn college credit through their high school level work.
- One hundred percent of Health Tech students passed the state written and practical CNA exam.
- Horticulture built walkways on campus and serviced the campus grounds irrigation system.
- Roots and Roses floral shop utilized Facebook and public venues with the goal of increasing opportunities for student hands-on experiences.
- HVAC students repaired equipment in the school such as installing air conditioning in Adult Education Office, and in two shop areas.
- Welding students made visits to both large industry sites and local shops and were visited by two technical colleges who presented opportunities after graduation.
- The Information Technology shop instituted a new safety program for students aligned to both state and OSHA frameworks.

- All freshmen passed the Engineering Technology MCAS with proficient or advanced scores.
- In the Plumbing Shop ninety percent of students passed the Tier Three test.
- Eighty-three qualified students participated in placements for Cooperative Education, Internships and Student Practicums for real-life work experience.

Please visit our website: [www.capetech.us](http://www.capetech.us) for more information.

Respectfully submitted,

Bernard Richardson and Glenn Olsen  
CCRTHS School Committee

## CAPE LIGHT COMPACT

Cape Light Compact is an award-winning energy services organization operated by the 21 towns and two counties on Cape Cod and Martha's Vineyard. The Compact's mission is to serve its 200,000 customers through the delivery of proven energy efficiency programs, effective consumer advocacy, competitive electricity supply and green power options. For more information, visit [www.capelightcompact.org](http://www.capelightcompact.org).

### *POWER SUPPLY*

Pricing in 2014 continued to be driven by regional natural gas concerns. The winter of 2013/2014 saw an even more pronounced price spike than was experienced during the preceding winter, as cold weather drove increased demand for natural gas for heating and electricity. This resulted in periodic constraints on the transmission used to transport natural gas into New England, driving natural gas and electricity prices to record highs. While oil units were dispatched to help ensure reliability in the face of limited gas supplies, this further contributed to increased electricity costs.

The repeated winter price spikes led to regional conversations about how to resolve the issue. The six New England governors, through the New England States Committee on Electricity (NESCOE), discussed a proposal to procure additional gas pipeline capacity by adding a fee onto the rates of all New England electricity consumers. While the proposal generally received consensus from all six administrations, Massachusetts, following the failure of several Patrick administration-supported energy bills to pass, withdrew its support of the plan. Instead, the Commonwealth chose to focus on other potential solutions, most importantly, energy efficiency. While the incoming administration may decide to support the NESCOE proposal, several federal approvals would still be needed before it could be enacted. Even if these approvals were awarded, it would still likely take several years before a major expansion in pipeline capacity could be completed.

This means that prices are likely to remain high over the next several years. Pricing periods covering the first half of the year, which includes the most expensive months, are likely to stay very high, while second half pricing will likely be slightly lower. Gas pipeline owner Spectra is pursuing a modest expansion of its existing Algonquin pipeline, but the limited size of the project is not likely to significantly impact prices, and won't be completed before the end of 2016 at the earliest.

In 2014, Cape Light Compact provided energy to residents and businesses in accordance with a competitive electricity supply contract negotiated by the Compact with ConEdison *Solutions*. For 11 months, the Compact's price was lower than NSTAR's. The Compact also issued an RFP for a new supplier contract starting in December 2014. The contract was awarded to ConEdison *Solutions* for residential customers and NextEra for commercial and industrial customers. As of the most recent count, the Compact had approximately 4,700 electric accounts in the Town of Eastham on its energy supply.

### *CONSUMER ADVOCACY*

Since 1997, Cape Light Compact has advocated for the ratepayers of Cape Cod and Martha's Vineyard at the local, state and federal level. In 2014, the Compact's focused much of its advocacy on grid modernization and time-varying rates. Both issues will have far-reaching impacts on customers on the Cape, affecting reliability,

the cost of electricity and how prices are set, and the ability of our systems to accommodate increasing amounts of renewable energy. In March of 2014, the Compact also submitted to the Department of Public Utilities revisions to its Aggregation Plan, a document originally submitted around the time of the Compact's inception. At this point, the Compact is awaiting a final order from the Department.

### ENERGY EFFICIENCY

| Jan – Dec 2014 | # of<br>Participants | Customer<br>Savings | kWh Saved      | Rebates/Incentives<br>Paid to Customers |
|----------------|----------------------|---------------------|----------------|---|
| Low Income     | 22                   | \$5,531.60          | 27,658         | \$79,281.45                             |
| Residential    | 477                  | \$99,317.80         | 496,589        | \$577,203.07                            |
| Commercial     | 7                    | \$75,618.80         | 383,881        | \$80,106.89                             |
| <b>Total</b>   | <b>506</b>           | <b>\$180,468.20</b> | <b>908,128</b> | <b>\$736,591.41</b>                     |

Funding for the energy efficiency programs (i.e. energy audits for homes and businesses, rebates on the purchase of energy efficient appliances and energy education in our schools) comes from a monthly customer “energy conservation” charge (\$0.0025 cents multiplied by the number of kilowatt hours used during the month) and a portion of the “distribution charge” (\$0.01510 for residential customers and \$0.00972 for commercial and industrial customers) that appears on each customer’s electric bill.

Other Cape Light Compact Efforts Include:

- 2 ENERGY STAR® qualified homes were built in the Town of Eastham.
- In what has become an ongoing tradition, Eastham Elementary School was again recognized by both the State DOER and the National Energy Education Development Project (NEED). As the Compact’s energy education partner, NEED is affiliated with the Department of Energy and the National Energy Information Service in Washington D.C. Our award winners had a busy year to accomplish this recognition that included many outreach projects to their school and community. All of these efforts were under the leadership of science teacher and Cape Light Compact lead teacher, Maggie Brown. Energy Education continues to be an ongoing subject at EES and it is among one of the top schools statewide in energy literacy.
- The Compact provided services to help ensure that the new Eastham Public Library would be as efficient as possible.

*“Cape Light Compact has worked hard at stabilizing electric rates for Cape Cod and Martha’s Vineyard residents and businesses.” – Fred Fenlon, Eastham Representative*

## BOARD OF CEMETERY COMMISSIONERS

The Eastham Board of Cemetery Commissioners was established in June of 2004. Responsibilities include Cove Burying Ground and Bridge Road Cemetery. Both cemeteries are in the National Register of Historic Places. Eastham town records from the 1600's indicate Cove Burying Ground was in use as early as 1668.

There are six nineteenth- and twentieth-century monuments in Cove to commemorate early settlers who died in the 1600's, including three Mayflower passengers. These are the only Mayflower passenger grave markers on Cape Cod.

Original gravestones in Cove date from 1706 to 1770. These include the oldest gravestone on Cape Cod displaying a winged head (Marcy Freeman 1711) and the oldest home made fieldstone gravestone on Cape Cod displaying name and year (Benjamin Paine 1716).

Bridge Road Cemetery gravestones date from 1754 to 1886 with one twentieth century headstone. Bridge Road Cemetery is known for showing the changes in gravestone styles over time and for the interesting epitaphs on many of the headstones.

The Cemetery Commission cleans all gravestones, resets stones and makes minor stone repairs as needed. Most gravestones require annual treatment to retard lichen growth and to remove other contaminants. All cleaning materials used are approved by the Association for Gravestone Studies and are used by professional conservators.

The Department of Public Works maintains the cemeteries in very good condition with regular mowing and trimming. The DPW also clears brush and tree branches from the borders of the cemeteries. The Cemetery Commission maintains the fences and keeps the cemeteries free of debris.

Visitors to Cove Burying Ground and Bridge Road Cemetery continue to number more than one thousand annually. The visitors come from all over the USA and from overseas. Most have strong interest in Cape Cod history and family genealogy. Cemetery Commission members provide information and tours for the visitors. Commercial tour buses stop frequently at Cove.

The Eastham Historical Society has published surveys and maps for both Cove Burying Ground and Bridge Road Cemetery. The Cemetery Commission has photographed and documented all gravestones in these cemeteries. This information is available in the Eastham Library and on the web site [www.capecodgravestones.com](http://www.capecodgravestones.com).

Respectfully submitted,

Robert Carlson  
Bonnie Cormier  
Roger Thurston

## COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Committee (CPC) was established by vote of the December, 2004, Special Town Meeting to adopt the provisions of the Massachusetts Community Preservation Act (CPA), MGL Chapter 44B. The CPA is funded by a 3% property tax surcharge and a state reimbursement from Registry of Deeds revenue. Funds are used to support open space, historic preservation, affordable housing, and recreational projects in the Town of Eastham.

Funds not expended in a given year are available for future projects. For the fiscal year ending June 30, 2014, CPA local tax revenues were \$546,442 and the state reimbursement was \$363,064. As of December 31, 2014, the encumbered balance for the projects approved by Town Meeting was \$671,042 and there was \$1,727,004 available for additional projects.

Projects that were funded in 2014 included:

- Installation of climate control equipment in the Eastham Room of the new library for the preservation of archival materials (\$40,000);
- Hiring a consultant to develop a comprehensive plan to renovate, modernize, and upgrade the existing active e recreation areas in Eastham and to identify new areas for the expansion of recreational activities (\$35,000);
- Relocation and preservation of the original 1898 section of the historic library (\$75,000);
- Reconstructing five tennis courts at Nauset Regional High School (\$366,240);
- Purchasing, repairing, and marketing new affordable rental housing units (\$400,000);
- Repairing and preserving seven existing affordable rental housing units (\$234,001);
- Purchasing 3.41 acres of land at 700 Dyer Prince Road for the purpose of open space and passive recreation (\$1,462,500).

The CPC is currently evaluating several projects in the four areas eligible for funding and will make recommendations to Town Meeting in May, 2015.

We wish to thank Bob Mumford, Lisa Pannacione, and Linda Haspel for their years of service to the CPC, and we welcome our new members, Michael Hager and Dan Coppelman.

Respectfully submitted,

Peter Wade, Chair



## **CONSERVATION COMMISSION**

In 2014 the Conservation Commission issued 30 Orders of Conditions, regulating work within a wetland resource area or within the 100 foot buffer zone.

A large portion of these permits were issued for new and updated construction and property upgrades. Approximately one third of the applications were for coastal erosion remedial measures. The projects ranged from requests to add beach nourishment and construction of sand drift fences to many property upgrades such as landscaping improvements, new sheds, demolishing and construction of buildings and other infrastructure upgrades.

The Conservation Commission would like to thank our Conservation Agent Shana Brogan as well as the administrative assistant Teena Tilton for their hard work and dedication. The Commission would like to thank Linda Haspel and Fred Rollinson for their many years of service, and would like to welcome James Baughman, a new member to the Commission.

Respectfully submitted,

Stephen Smith, Chair

## **EASTHAM COUNCIL ON AGING (AKA) EASTHAM SENIOR CENTER**

The Senior Center offers many programs and classes that make it a very busy place. Classes are offered in crafts, needlepoint, fitness (aerobics, chair exercise, Parkinson's exercise, yoga, chair yoga, and T'ai Chi), Humanities (book discussion group) and Mah Jongg. The first and third Friday morning programs offer a variety of topics: music, drama, films, speakers, and intergenerational activities. The Computer Center is open to anyone who would like to use the computers or connect to the Internet. Instructional classes are available four times a month by Mindy Baransky. A series of iPad classes has been offered by the Librarian, Debra DeJonker-Berry.

Our dedicated drivers, Thomas Hawko, George Civita, and Paul Langlois, provide transportation to medical appointments. There is also a shopping van to Orleans on Tuesday mornings for clients who need transportation. Robert Gardner, a volunteer, drives this van. The drivers' salaries are paid through a combination of Formula Grant money from the Commonwealth of MA and the "Friends" (FECO).

Sandra Szedlak, Director, and Dorothy Burritt, Secretary, coordinate all the activities at the Center. Our staff members are also available to provide medical insurance counseling, as well as assistance with filing tax abatements, fuel assistance, and other applications for entitlement programs. They are also advocates for you - please seek their advice when you have something that you do not understand. Tess McAlpine represents the SHINE program at the Center. Cindy Dunham, Outreach Liaison, works closely with those seniors who are homebound and those who are in need of home care services. Through her efforts the following have been established: a Caregivers support group, a group of volunteers who provide assistance to others on short notice, a yearly Health Fair and other health related programming, as well as Free Friday Flicks.

*The Gathering Place* (508) 255-6734, a Supportive Adult Day program, operates five days a week in the lower level of the Senior Center. Jillian Benelli, Director, and staff members, Brianna LePage and Marianne Earley provide instructional activities and one-on-one attention to their clients. Transportation to the program is provided by the Cape Cod Regional Transit Authority (DART) or by individual caregivers. There is a daily fee for this program.

The Neighborhood Watch program (Triad), sponsored by the Council on Aging, the Police Department, and the Fire Department, has recruited nearly 100 block captains. Dot Reid, Larry and Carol DiBona have an office location at the Senior Center – their long-term goal is to have the entire community covered by this program. Informational meetings are held quarterly (March, June, September, December) on the first Tuesday of the month at the Eastham Town Hall. All are welcome.

The travel program of the FECOA (The Friends of the Eastham Council on Aging, Inc.) continues to be of interest to the community. This is due to the on-going efforts of Russ Moehlich and Jeannette Marcucci. Day trips, trips within the United States, and trips internationally are scheduled throughout the year. The FECOA provides additional financial assistance to the Senior Center and its

programs whenever the Board of Directors of the COA makes a request. The Thrift Shop at Oak and Massasoit Roads is their major source of revenue. The Senior Center is a better place because of the “Friends” generosity.

Please stop in for a visit the next time you go down Nauset Road.

Respectfully submitted,

COA Board of Directors

Elizabeth Beard, Chairman

Stephanie Whalen

Pauline McGaughey

Carol DiBona

Tess McAlpine

Peggy Lynn

Mary Sullivan

Dee Higgins

## **EASTHAM CULTURAL COUNCIL (ECC)**

The Eastham Cultural Council promotes excellence, access, education, and diversity in the arts, humanities, and sciences to improve the quality of life for all Eastham residents and contributes to the economic vitality of our community.

The Council pursues this mission through a combination of grants, services, and advocacy for cultural organizations, schools, communities, and artists.

### **Mission**

The mission of the Eastham Cultural Council is to promote excellence, education and diversity in the arts, humanities and interpretive sciences, in order to improve the quality of life for all Eastham residents.

The Council serves as a community catalyst for projects and collaborations that address cultural needs. Working with the Eastham municipality, the council builds relationships that can be beneficial in many ways, including advocating the arts and culture in the community.

### **Fundraising**

The Eastham Cultural Council does annual fundraising to provide additional funds for granting or to support Council programming. The Eastham Cultural Council raises money to support community projects that are not dependent on state funds including the annual Hands on the Arts Festival.

### **Arts Education**

Through various programs and partners we serve thousands of children and teens in the arts, humanities and interpretive sciences throughout the Town of Eastham and local communities. These programs help children and young adults to perform better academically, develop essential workforce skills and become productive members of our community.

### **Eastham Municipality**

The Eastham Cultural Council is a municipal entity comprised of volunteers appointed by the towns elected officials, falling under the guidelines of the Massachusetts Cultural Council.

In 2014 the council received and distributed grant monies from the state in the amount of \$4,250 to support local arts and humanities programs. The Eastham Cultural Council will distribute \$4,350 for grants in 2015.

In addition the Cultural Council is working on plans for the 2015 “Hands on the Arts Festival” currently scheduled for Saturday, June 20th and Sunday, June 21st, 2015. Volunteers and new members are always needed and welcomed.

Respectfully,

Brian LaValley, Chair

## EASTHAM ELEMENTARY SCHOOL

The Eastham Elementary School is the result of Eastham's commitment to its future. The citizens of our magnificent town between the bay and the sea know that the natural beauty that surrounds them is second only to its children. Our teachers are passionate about teaching and learning. They understand that they are entrusted with the care of the minds and hearts of Eastham children. Parents are present as partners in their children's formal education. The whole community continues to support the school so that we never have to compromise the quality of our academic and/or social-emotional programs. This report is a snapshot of the outstanding work in which students and teachers are engaged.

Our current enrollment is 181 children: Preschool: 8; Kindergarten: 26; First: 22; Second: 39; Third: 23; Fourth: 25; Fifth: 35. In the Preschool and Kindergartens Tools of the Mind is being fully implemented. Tools of the Mind is an early childhood curriculum that focuses on the development of both cognitive and social-emotional self-regulation embedded with the teaching of academics.

Once again the EES science club won the NEED Award for their outstanding projects in energy conservation. NEED or National Energy Education Development awarded Eastham with the **Massachusetts Elementary School of the Year Award**. Mrs. Maggie Brown and her students went to the Massachusetts State House and to receive their award. STEM subjects address the need for students to acquire knowledge that will lead to the development of skills that will be necessary to career and job training as we move into the 21st century and are fully engaged citizens of the global community. Doing this type of learning in elementary school is vital to building the foundation for these subjects in middle school and high school. Our STEM classroom/lab has become a model for trans-disciplinary teaching and learning in Science, Technology, Engineering and Mathematics. All students in grades K-5 go to the STEM lab for hands-on inquiry based learning that connects to the science lessons that are presented in their regular classrooms. Classroom teachers accompany their students to the STEM lab and work with the Science teacher, Mrs. Maggie Brown, to support student learning and to increase their own professional knowledge. With the support of the school committee and the community the STEM classroom continues to grow into a hub of learning across math, science, and technology. This year Mrs. Brown is collaborating with Molly Driscoll, our Art educator to incorporate principles of design and creativity into STEM.

In the spring of 2014 STEM teacher, Maggie Brown and Tracey Deegan, grade four teacher and Nauset District Elementary math coordinator, applied for and received a \$10,000.00 grant to develop a engineering and robotics curriculum which was the core of the STEM summer camp that took place at EES. As the District's elementary math coordinator, Mrs. Deegan works with grade level teams in all of the elementary schools in the district to design and review math lessons to assure that the 8 mathematical practices as articulated in the Common Core State Standards are being effectively addressed at every grade. The shift in math instruction as seen in the Common Core State Standards calls for the effective integration of basic math skills with the ability to think mathematically.

English and Language Arts continues to be supported by a variety of high level resources. This year all elementary schools in the Nauset District have adopted a new comprehensive and rigorous reading program, Wonders. This program is specifically

aligned to the very high standards set not only by the Common Core. Teachers have found that Wonders has significantly raised the level of rigor for all children and the EES students are successfully meeting these very high expectations. Again, through the commitment of the Eastham School Committee and the Town of Eastham, teachers have access to a wealth of instructional materials and resources that extend learning tasks for students who excel while providing appropriate materials for students who are reluctant readers.

The arts continue to be the heartbeat of the school. Students participate in band and chorus. The school is a canvas for the beautiful and joyful art that is created by every student. Again this year teachers have volunteered to lead a drama club after school. Students will perform two plays before June. Every April EES celebrates the arts with our Arts Night, a celebration of the visual and performing arts. Art teacher, Molly Driscoll and music teacher, Eileen Poitras collaborate to present this event.

Our school library is the hub of the wheel of teaching and learning. Our collection continues to grow and our librarian, Ms Menza, is of course a key member of our learning community. Reading, writing, conversation, read clouds, and book discussions not only support the curriculum but more importantly nurture every student to embrace a love of reading. In her dual role as media specialist, Ms Menza supports technology [curriculum] integration and the technology learning standards. Every year teachers plan and lead curriculum events for children and families. These events are well attended and center on literacy, math and science.

SMARTBOARDS have been installed in every grade level classroom. There are 60 iPads available to students for enhanced instruction, lesson review, and skills practice. IXL and Lexia are skill building web based programs that all children use in the computer lab and can access at home. These programs also assess student progress and inform teachers so that they will continuously adjust instruction to meet the individual needs of the student.

During the summer of 2014 many teachers participated in a variety of high quality professional development workshops and courses. Teachers also worked on curriculum committees at the district level. Eastham teachers are fully engaged in their own professional development and demonstrate their passion for teaching and learning through their continuous commitment to their professional growth and development. This is another vital area where our School Committee and Town show their commitment to their children by retaining and supporting exemplary professional educators.

Eastham parents are extraordinarily generous with their time and support of everything we do. Parent volunteers assist in classrooms, at all special in-school events, and anytime extra hands are needed. The Eastham Elementary School Parents Group raises funds for field trips, cultural events and events including Read Across America, a month long annual event celebrating reading. Open House is truly a community event when all families and friends come to school to celebrate the start of another school year.

Respectfully submitted,

Scotti Finnegan  
Principal  
Eastham Elementary School

## **EASTHAM ELEMENTARY SCHOOL COMMITTEE**

The collective commitment of the Eastham Elementary School as a professional learning community is to ensure that every child attains academic proficiency and full social and personal potential. This is the goal that our committee strives to enhance through sound fiscal budgeting and the integration of our community resources, both people and places.

The start of the 2014 school year saw a preschool class being held in Eastham. We also housed the office for the Director of Early Childhood Education and her secretary.

The security measures which were updated starting in December of 2013 were completed and members of the Eastham Police Department are regularly at the school, interacting with the students as well as coordinating safety drills.

February of 2014 brought the realization that the school's water was found to have trace amounts of 1.4 Dioxin which required that bottled water be used in all areas of the school. This practice will continue until the school is being serviced by town water.

FY 14 saw a focus on the updating of technology at our school. The majority of the classrooms has a Smart Board which combine a whiteboard with the power of a computer. These boards are being utilized in many ways, one of which is the further expansion of our STEM program.

As a result of receiving a \$10,000 grant from a private foundation, Mrs. Brown and Mrs. Degan continued our STEM program after school ended in the form of a tuition-free robotic/math camp. Fifteen students in grade 5 and above attended the program.

The integration of our community resources has continued to make KABOOM , our after school program, a great success with a variety of topics being offered for all grade levels.

Through maintaining a dialogue with our association members (MASC) and our stake holders, we believe we will continue to serve the students of our town to the best of our ability.

Respectfully submitted,

Ann Crozier, Chair  
Joanne Irish  
Amy Handel  
Mary Lou Sette  
Judy Lindh

## **FINANCE COMMITTEE**

The Finance Committee meets regularly throughout the year with additional meetings during the first quarter of the calendar year when the town and school budgets are being reviewed. Our meeting format allows any committee member and/or taxpayer the opportunity to question or discuss financial or budgetary issues. Prior to the printing of the Town Meeting Warrant, we review the articles for financial impact and make recommendations on all warrant articles for voter consideration.

Individual member of the Finance Committee may act as liaisons to various departments and committees to keep abreast of ongoing projects and their possible financial impacts to the town.

Respectfully submitted,

Russ French, Chair



## **FIRE DEPARTMENT**

The Fire Department would first like to congratulate Captain Steve Burns on his retirement. Captain Burns served the Town of Eastham and the Fire Department for more than thirty- two years. We wish Steve and his family a long healthy retirement. We would also like to congratulate William Piltzecker on his promotion to Captain, and Samuel Blakeslee the newest addition to our ranks.

Once again the professional men and women of your fire department have served the townspeople and visitors with the highest levels of skill, care and compassion. We are ever grateful for the support and acknowledgements received year after year from the people who live, work and play in the Town of Eastham.

In the coming year we will be working closely with the construction and implementation of the new municipal water system. These improvements will greatly enhance our capabilities to deliver effective firefighting throughout the town.

We look forward to working closely with all town departments to provide the best possible services we can.

Respectfully submitted,

Chief Mark Foley

### **DEPARTMENT SUMMARY**

|                              |      |
|------------------------------|------|
| 1. FIRE                      | 23   |
| 2. EMERGENCY MEDICAL SERVICE | 1199 |
| 3. HAZARDOUS CONDITIONS      | 51   |
| 4. SERVICE CALLS             | 101  |
| 5. GOOD INTENT CALLS         | 48   |
| 6. FALSE ALARMS              | 136  |
| 7. INSPECTIONS               | 147  |

## 1651 FOREST ADVISORY COMMITTEE

In 2014 the Forest Advisory Committee, working together with the Friends of the 1651 Eastham Arboretum and the Natural Resources Department, contributed oversight over the continuing Forest Project in Wiley Park, coordinated further removal of an area of invasive species and updated the 1651 Forest Planting Summary and Planting Map.

In the spring, the ever-ready Friends successfully planted ten Winterberry (*Ilex verticillata*) in the Great Pond area and ten Beach Plum (*Prunus maritima*) in the more open sandy area of the park. There was also an autumn planting where several Mockernut Hickory (*Carya tomentosa*) seedlings replaced lost earlier specimens. Additionally in October, the Friends remembered one of their early members and long time supporter, Rex Peterson, with an indigenous dogwood (*Cornus florida*). The Forest Advisory Committee wishes to again thank the Friends for all their efforts, which include maintenance sessions for weeding and removing aggressive plants (briars, etc.) to assist the healthy growth of the plantings, a task becoming a greater part of the developing Forest Project.

Further news this autumn included the resignation of Loretta Neilsen as President of the 1651 Friends. Both the Friends Board and the Forest Advisory Committee recognize and appreciate Loretta for her twelve years of leadership as President, untiring energy and dedication to the Friends and to the Town of Eastham. She will be missed.

During two sessions in the spring and summer, the committee organized a group of volunteers to continue the attempt to limit the spread, and ultimately remove, a large area of invasive Bristly Locust just north of the Wiley parking area. Participants also included members of the Friends, Natural Resources and the Open Space Committee along with a few other hardy citizens and visitors. For the first time this autumn, it was not deemed necessary to have an additional clearing of this invasive, perhaps a sign of some progress with the project. The tenacity of this plant will likely require several years of similar efforts to limit its present foothold in this section of the park.

The committee wishes to again acknowledge Natural Resources Liaison Officer Mike O'Connor who continued to provide helpful assistance in marking sites for the new plantings, assisting the Friends and updating location information for all specimens.

The Forest Advisory Committee is continuing to update the 1651 Forest Planting Summary and Planting Map. Spring and autumn plantings by the Friends are again anticipated for the coming year along with maintenance sessions as required.

Respectfully submitted,

Steve Gulrich, Chair

## HARBORMASTER

2014 was another busy boating season in the Town of Eastham. The town's docks were placed in the water in April and slips were full by the end of June. Daily launches were plentiful as weather was conducive on most days for both recreational and commercial boating. The Massachusetts Commercial Striped Bass season opened earlier than normal this year as the state tried to extend the length of the season before the quota was reached. They had great success as the season began the third week of June and the quota wasn't reached until the first week in September and a lot of the quota was caught in Cape Cod Bay.

This year saw the most movement on the waiting list in years as seven new people obtained slips at Rock Harbor. The Selectmen approved a change in the way the waiting list works. In previous years, when your name was called you either took the slip or were moved to the bottom of the list. Now people on the waiting list have the option of deferring the slip until they are ready to take one. It seems to be a better option as the waiting list runs about 15 years before a slip comes available. The waiting list still remains strong as there are 123 people on the list. The Selectmen also approved lowering the transient dockage rate as there wasn't a lot of interest due to the cost. We saw a big increase this year with the lower rate, now \$25.00 a night for transient dockage.

Interest in moorings remained strong as 268 moorings were issued for Cape Cod Bay, Nauset Marsh, Town Cove and Great Pond. Daily launching in Great Pond was popular once again as the department issued 45 permits for operation of motorboats on the pond. Please remember that the horsepower restriction on Great Pond is limited to vessels with 50 horsepower or less. Our vessel storage permits hit an all time high as we issued more than 200 permits to store vessels at some of the town landings. We will be reviewing these regulations with the Selectmen this winter as most of the landings were overcrowded this year.

All vessels and docks were removed from Rock Harbor at the end of September as Patriot Marine was contracted to dredge the harbor. It has been almost 10 years since it was last dredged and is desperately needed.

We wish to thank all the people, departments and agencies that assisted in contributing to the safe enjoyment of our waters.

Respectively submitted,

Michael J. O'Connor  
Harbormaster

## BOARD OF HEALTH

The MISSION of The Eastham Board of Health is to protect, promote, and sustain the Public and Environmental Health of the Town of Eastham. This was accomplished in 2014 through the Town Health Agent and Staff, guided by Local and State Health Regulations. They attempt to monitor and address new and changing health related issues as they occur in Eastham. They will advocate for a safe environment, for the reduction of known health risks and for the application of known preventative health measures.

In this regard the BOH, this year, issued a new regulation affecting the use of lawn fertilizers. This action was brought about by mounting evidence that excessive nutrient enrichment of the region's groundwater's and surface waters may have significant public health impact. Fertilizers contribute to increased concentrations of nitrogen in our Drinking Water, and, importantly, to our surface waters leading to environmental and ecological alterations. The latter, leading to toxic algae blooms, the proliferation of human and animal disease organisms and insect vector pathogens in our ponds and embayment's. The Board of Health determined that excessive, inappropriate or improper use of fertilizers is part of the overall problem, and therefore issued this regulation, regarding the use of fertilizer on turf. The regulation incorporates current Best Management Practices, which are deemed essential in this effort to protect the public health. It will also help aid in achieving compliance with the Total Daily Maximum Loads (TMDL) for the Towns water resources prescribed by the Commonwealth of Massachusetts, while still allowing reasonable use of fertilizers for the enhancement of turf quality.

Waste water disposal issues continue to be a major problem for Eastham, despite the important steps taken in developing a Public Water System. Public water will be available to 2,068 properties as the limited water system is developed to provide safe drinking water. However our abundant waste water from our ubiquitous septic systems (one on every property in town) still represents a major environmental impact to our surface waters, and will, at some point, have to be addressed.

During the past year (2014), The BOH, held 11 formal meetings, responding to requests for variances and reviewing numerous septic system proposals. The board continues its attempt to balance the need to protect the potability of our aquifer, while protecting owner's rights to benefit from their property as they wish.

The BOH conducted 11 Workshops addressing issues important to its work.

The BOH supported the following activities carried out by the Eastham Health Department:

- Public Health: Flu Clinics, Health Clinics, Blood Pressure Clinics, Rabies surveillance, Sun Safety Education, Lyme and Tick Disease Education;
- Environmental: Water, Wastewater, Ponds, Landfill;
- Great Pond Alum Post-Treatment 2013 monitoring review;
- Herring Pond Alum Post-Treatment 2012 monitoring review;
- Held 1st Pond Volunteer Education and Appreciation Day 2014;
- Landfill Project: Ongoing investigation with over 300 homes in the study area;

- Windmill Weekend BOH Health Fair;
- Inspections: Housing, Restaurants, Septic Systems, Beach Testing and Pool Inspections etc.; (See statistics)
- Emergency Planning: Develop Emergency Management Plan, Establish Emergency Dispensing Sites; work with volunteers to implement the plan such as Medical Reserve Corp and Neighborhood Watch;
- Municipal Water Forum: Why Water, System Design, Finance and Operation;
- Free Nitrate Testing Program;
- Adopted Revised Solid Waste Regulation after Public hearings;
- Adopted New Turf Fertilizer Regulation after Public Hearings under DCPC Authority.

Respectfully submitted,

Dr. James Taylor, Chair EBOH

**BOARD OF HEALTH**  
**EASTHAM HEALTH STATISTICS**  
 (Calendar Year 2014)

| License/Inspection Type                  | # of Permits | Total Fee Amount   |
|--|--------------|--------------------|
| Septic Installer/Hauler                  | 62           | \$6,200.00         |
| Refuse Hauler                            | 14           | 1,400.00           |
| Motel/Cottage Colony/Inn                 | 20           | 4,000.00           |
| Food Establishment                       | 51           | 5,100.00           |
| Milk & Cream                             | 10           | 500.00             |
| Manufacture Ice Cream                    | 4            | 200.00             |
| Swimming Pool/Spa                        | 34           | 3,400.00           |
| Tobacco                                  | 7            | 700.00             |
| Perc Tests                               | 87           | 8,700.00           |
| Septic Permits                           | 100          | 10,000.00          |
| Well Permits                             | 64           | 3,200.00           |
| BOH Variance Requests                    | 15           | 750.00             |
| BOH Reviews                              | 29           | 1,450.00           |
| Certificate of Compliance                | 35           | 875.00             |
| Building Permit Review                   | 7            | 175.00             |
| Research/Photo/Review                    |              | 1,219.70           |
| Final Septic Inspections                 | 53           | n/c                |
| Title V Septic Report Review             | 144          | 7,200.00           |
| Motel/Cottage Colony Inspections         | 30           | n/c                |
| Food Establishment Inspections           | 150          | n/c                |
| Swimming Pool Inspections                | 78           | n/c                |
| Walk Through Inspections                 | 8            | n/c                |
| Rental Inspections                       | 180          | n/c                |
| Nitrate Water Quality Monitoring Program | 542          | n/c                |
| Bathing Beach Samples Taken              | 191          | n/c                |
| Septic pumping reminders sent            | 3,335        | n/c                |
| <b>TOTAL FEES COLLECTED</b>              |              | <b>\$55,069.70</b> |

Respectively submitted,

Jane Crowley, M.S., R.S.  
 Eastham Health Agent

## **EASTHAM HISTORICAL COMMISSION**

The Eastham Historical Commission held nine regular meetings during 2014. One joint meeting was held with the OTCHDC. Three workshops and three site visits took place as well. In addition extensive research was conducted to document the historical accuracy of several properties. As a result of this research several of these historic homes were preserved.

Most of this year's Eastham Historical Commission's work was focused on the creation of a master index of all historic homes surveyed so far. A hard copy of this index will be maintained at the Eastham Public Library, and will be posted on the Town's website.

The Commission is obligated by state mandate to identify all Eastham homes that are seventy five years old or older. All property owners of these homes wishing to apply for a demolition permit must participate in a review session with the EHC. It may take up to eighteen month for the review process to be completed, and for a demolition permit to be granted.

The Eastham Historical Commission thanks the Town's Administrative Office, the Assessor's Office, the Tax Office and the Building Department for all assistance given to complete the Commission's many tasks.

Respectfully submitted,

J. Holden Camp Jr. Chairman

## **EASTHAM HOUSING AUTHORITY**

The Eastham Housing Authority owns and manages twelve duplex units and one single-family dwelling located throughout town. The Authority continues to utilize the management services of the Orleans Housing Authority under contract.

The housing authority is actively searching for suitable housing opportunities and is working with the Eastham Affordable Housing Trust to further that goal.

The Housing Authority continues to follow the progress of the Critical Planning Committee for the North Eastham Village Center Concept in regard to the possibility of creating senior and workforce housing.

Respectfully Submitted,

Edward Brookshire  
Bernard Kaplan  
James McMakin  
Liz Simmons

Eastham Housing Authority



## **LIBRARY**

2014 was a roller coaster emotional year for library staff, trustees, volunteers and patrons! In February, Interim Director Karen MacDonald turned the reins over to new Library Director, Debra DeJonker-Berry, who was previously Director in Halifax, MA and Provincetown.

In March, the search for a temporary library began. After a serious effort to find space to lease, it became clear that the best option was to set up trailers on the Town Hall site. Library staff spent the winter and spring planning the library move: weeding the collection, inventorying art and furniture, purchasing new computers for patrons, and determining which furniture and other items would be declared surplus.

Diamond Relocators was awarded the contract to move and store the library collection, and the Inmate Community Service Work Crew (the Pen Pals) helped staff move the library's art and local book collection into climate-controlled space at the Eastham Historical Society. Seamen's Bank generously provided the Friends of the Library space to store their possessions, including many of the treasures that are essential to the Turnip Festival.

The library closed from August 17 through 19 for the bulk of the collection to be packed and moved. The Samoset Library then remained open with a small collection until the temporary space was ready.

Meanwhile, the Trustees and the Capital Projects Committee worked with P3 Project Manager Daniel Palotta and Architect Matt Oudens to finalize construction plans for the new library. On August 21, the bids were opened, and Nauset Construction of Needham, MA was awarded the construction contract for the amount of \$6,825,000.

The Library on Samoset Road closed for the last time on Wednesday, August 24. A Groundbreaking Ceremony for the New Library was held on Saturday, September 13. At the Groundbreaking Ceremony, the ELBFI (Eastham Library Building Fund, Inc.) volunteers announced the public phase of the Capital Campaign for the New Library. ELBFI is raising funds primarily for furniture, technology and equipment.

Providing electricity, septic, water and many other essentials to three 12' by 60' (2,160SF) trailers was a very complex process. The Town's Regulatory staff, Public Safety Officials, Public Works, and Information Systems staff went above and beyond to make the trailers safe and conform to code. Everyone paused to reflect on the past when ancient human remains were discovered while the pit for the trailers' septic tight tank was being installed, but the professionalism of the DPW staff and Police meant that the resulting (1 day!) delay was minimal.

Library and town staff and volunteers worked together to make the trailers a cozy temporary home for library patrons, but fitting up the trailers took longer than the Nauset Construction timeline allowed. So, on Tuesday, September 30, library staff and volunteers set up a temporary, temporary library in the Small Hearing Room at Town Hall. A month later, the trailers opened, and library services began to return to normal, though with a much smaller collection (and footprint).

On November 11, demolition of the Eastham Public Library was complete when a huge crane lifted the VIS Library to a secure location to await its historic restoration and construction of the new Library.

Patrons are finding the trailer library and are using the collections and services. Library staff are taking advantage of the new routine to seek out training opportunities and offer new services, such as Tumble Books (interactive e-Books for children), HOOPLA (a digital streaming service), a new web-site, and an adult programming committee experimenting with many new library programs, such as cooking demonstrations and movie night.

While the Youth Services Department spent many hours cleaning and weeding their collection in preparation for the move, library programming and collection development continued. Preschool partnerships continued with outreach programs at the Cape Cod Children's Place and onsite visits from the Family School of Brewster. Youth Services staff also collaborated with the Eastham Elementary School in their Community Reads program and the Summer Reading Program, with the Middle School's Book Bowl, and with students from the Nauset district at the Turnip Festival.

Patrons enjoyed adult programs ranging from the Winter Music Series to irresistible book displays. Marianne Sinoppoli led the library staff and volunteers in the most successful Turnip Festival yet. The Library staff is thankful for the community support and involvement that has been crucial to our success, as has support from all its hardworking volunteers and the Friends of the Eastham Library – we thank you all!

#### **Library Statistics for FY14**

**Staff:** 3 full-time, 3 part-time, 1 summer assistant

**Hours open per week:** 38

**Holdings (books, videos, audio, magazines, newspapers, museum passes, downloadable formats, databases):** 77,831

**Registered Borrowers:** 8,064

**Registered Borrowers who are Eastham residents:** 3,138

**Interlibrary loans sent out:** 17,093

**Interlibrary loans received:** 13,726

**Programs:** 180

**Attendance at programs:** 3,447

**Volunteers:** 69

**Volunteer hours contributed:** 8,280

**Children who participated in Summer Reading Program:** 175

While we anxiously await the Grand Opening Ceremony for the New Library, scheduled for Spring 2016, please take a moment to reflect on what a new Library will mean to Eastham and share those thoughts with a member of the Board of Library Trustees or Library Staff. The Library belongs to all Eastham citizens and its programs and services should reflect your hopes and dreams.

Respectfully Submitted,

Ed Harnett, Trustee  
Sharon Krause, Trustee  
Norma Marcellino, Trustee  
Dave Payor, Trustee  
Mary Shaw, Trustee  
Debra DeJonker-Berry, Library Director

## NATURAL RESOURCES DEPARTMENT

The Town of Eastham experienced many coastal storms and a snowy and cold winter in 2014. The scallop season in Cape Cod Bay was extended an extra month because scallops were plentiful and commercial harvesters were limited on the number of days they could fish because of the bad weather.

The month of March brought warmer temperatures and we saw the first herring of the year on March 1st. Both herring runs saw a very good run of fish as it seems the population is increasing every year and the moratorium that has been in place seems to be helping. The number of juvenile eels using the run also increased significantly. We had a group of volunteers counting herring this year and their data will be passed on to the Massachusetts Division of Marine Fisheries.

There was no red tide closure this year and it was the first year in many years without some type of closure. Needless to say many people were happy to harvest shellfish during the spring months, which can be rare because of closures. Soft-shell clam numbers were way down from past years, however there was an abundance of razor clams which have become quite popular and hundreds of pounds were harvested this past year.

Our propagation efforts began in April this year as we relayed 400 bushels of quahogs into the Salt Pond and Town Cove through the Massachusetts Division of Marine Fisheries relay program. The department also received 425,000 quahog seed < 2mm in size from the Barnstable County Cooperative Extension, grew them out at the Salt Pond and broadcast them into Salt Pond, Town Cove and Nauset Marsh in October. We purchased an additional 100,000 quahogs that were 3/4" in size and broadcast on the flats in Cape Cod Bay. Twenty-five thousand oyster seed were purchased from a hatchery, grown out by the department, and put out for harvest in the Salt Pond River in the fall. Many limits of shellfish were enjoyed by harvesters as the town's shellfish population remains strong due to propagation efforts. The town issued a total of 1,759 shellfish permits: 855 were issued to taxpayers, 519 to senior taxpayers, 46 to non-residents, 243 one-week and 96 to commercial.

Natural Resources Officers in the department spent a great deal of time enforcing the state's Vibrio Control Plan as well as other town and state regulations. We want to remind everyone that once shellfish are harvested they should be cooled as soon as possible to prevent an increase in bacteria that can cause illness. The Vibrio Control Plan was directed toward the commercial harvest of oysters and there were no confirmed cases of illness traced back to Eastham this year. Commercial harvesters are required to ice their product in a timely manner, as well as follow other guidelines to prevent increased bacteria counts. Commercial harvesters in Eastham did a fantastic job following the regulations.

Staff from the department worked to draft changes to the Open Space Plan to better manage our open space. The department also continued with its trail maintenance in the conservation areas to make them more enjoyable as well as worked on a grant to improve the entrance to Wiley Park.

This fall saw a record amount of turtle strandings in Cape Cod Bay as hundreds of turtles washed ashore cold stunned. Other marine mammal strandings were minimal for the year.

We would like to thank all the people, departments and agencies that assisted us throughout the year.

Respectfully submitted,

Michael J. O'Connor  
Natural Resources Officer

## **OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION**

The Old Town Centre Historical District Commission was formed under the provisions of Chapter 40C. Massachusetts General Laws, as amended by Chapter 168, Acts of 1975 by-law and was adopted at the Eastham Town Meeting in 1986.

Our purpose is to review all new construction, reconstruction, alterations, movements and demolitions of all exterior architectural features of buildings and structures within the Historic District which are visible from any public street, public way or public park. This also includes changes to outbuildings, fences, walls and some signs.

The Old Town Centre Historical District Commission meets with the Eastham Historical Commission once a year. That meeting was held November 18, 2014. Issues of interest to both committees were discussed and can be viewed in the EHC minutes of the meeting.

In 2015 the Old Town Centre Historical District Commission plans on sending a letter to each home owner in the district to make them aware of the regulations and procedures as listed above in paragraph two.

The Old Town Centre Historical District Commission is in need of some additional members in 2015.

Respectfully submitted,

Jane Fischer, Chairman

## OPEN SPACE COMMITTEE

Throughout the year, our top priority was to identify and suggest parcels for purchase as open space. In May, at Town Meeting, a motion by the Board of Selectmen was made, seconded and approved to appropriate \$1,462,500 for the acquisition, for open space and passive recreation purposes, a parcel of land containing 3.41 acres, more or less, located at 700 Dyer Prince Road, adjacent to the town-owned land at the of Dyer Prince Road.

The improvement plan for visitor's access for the Sandy Meadow property has been delayed as the bid results were not within budget. The specifications are being redrawn and will resubmitted for bid. Public Works will be installing the parking lot. Our thanks go out to the Public Works Department who will be assisting the Open Space Committee in completing the project as well as for their help throughout the year.

The Committee would like to thank Bob Cook for leading an informative Wildflower Walk at Sandy Meadow on June 7, 2014. Approximately 12 people attended.

In February, the Open Space Committee posted on the Town's website a draft of a revised Open Space and Recreation Plan for public view. The plan is submitted to the State every 7 years. This is necessary to maintain eligibility for Open Space Funding under federal and state grant programs. In June, after review, the OSRP was submitted to the Executive Office of Energy and Environmental Affairs, Division of Conservation Services and posted on the Town's Open Space Committee web page. The Committee would like to thank Dick Hilmer of the Natural Resources Department for his leadership and hard work on this project.

The Committee would like to express our thanks to Steve Gulrich for his leadership and guidance as a member of the Committee for 6 years. You will be missed, Steve. Also a welcome to Karen Baker who joined our Committee this year..

Finally, we would like to thank those volunteers who help us throughout the year, keeping our trails open, safe, and free of debris.

Respectfully submitted,

Robert Gurney, Chair

## POLICE DEPARTMENT

This year was an outstanding year for the Eastham Police Department as the Department welcomed the addition of Officer Jordan Proudfoot to its department after serving as a summer officer for our department. In September of this year we conducted another successful 11 week Citizen Police Academy which was attended by 15 residents of the Eastham community. The Academy once again provided an opportunity for Officers to share experiences with residents in a setting which allowed for outstanding conversation and in-depth discussions on the police operation in Eastham. The Eastham Police Facebook page continued to provide our “followers” with up to date information relating to incidents and other activities that the department is involved with. Our increase of outreach through Facebook continues to emphasize our commitment to excellent customer service to its residents through increased communication through Social media.

Traffic and traffic related issues continued to be a primary mission for the department. Through this dedication and commitment the department reported the lowest number of accidents in the town of Eastham in the last 11 years. Much of this can be attributed to the emphasis placed on highway safety and traffic enforcement. Also reflecting this is the fact that the Department was once again awarded the *American Automobile Association Award signifying **no pedestrian fatalities** for the 14th year.* We continue to pursue traffic safety grants awarded through the State of Massachusetts Office of Highway Safety. These grants are awarded to pursue drunken driving enforcement, seatbelt use, as well as all other general traffic violations. Grants were also received for improvement of our 911 Communications Center. Through these 911 training and Incentive grants the Dispatch Center continues to see improvements and upgrades including Emergency Medical Dispatch and increased training and career development.

The Eastham Police continue to be active in community outreach programs such as the Neighborhood Watch Program which is a part of “Triad”, a coalition of our Eastham Council on aging and Eastham Public Safety (Police & Fire / Rescue). Co-Directors Larry Dibona and Dot Reid along with many volunteers do a wonderful job with this program. To date the community is divided into eight regions with 93 Block Captains. The Block Captains represent over 2,150 residences in town. We can only help you if we can find your residence, please help us help you. Neighborhood Watch conducts weekly meetings on Mondays from 9:00 – 12:00 p.m. at the Council on Aging.

Due to the recent increase of heroin use Cape Wide, the department has now trained all our officers in administering NARCAN, and carries it in all the police cruisers so that they can assist individuals who may suffer from an overdose. Many thanks to District Attorney O’Keefe and to Sheriff Cummings for underwriting this program for all Cape Police Departments.

Officer Diana Back continues to be assigned as the School Resource Officer for the Nauset Regional High School with her position funded through the Nauset School District. Officer Back does an outstanding job in working with school officials to deal with police related issues in the schools, provide education on laws, drug awareness and the dangers of alcohol abuse. She also works to create a positive relationship with the young people of the region by forging day to day personal relationships between the Police and the youth by promoting a better understanding of the Police role in the

community. In addition she assists with general school safety issues and assists with the organization of the Emergency Lockdown Drills as well as assist School administration with general Emergency Planning. In addition to Officer Back, Sgt. Schnitzer represented our community in chairing the first Nauset School District Emergency Operational Plan Review. Within that role Sgt. Schnitzer continues in a leadership role as he works with representatives from the other Nauset communities reviewing and rewriting our emergency operational plans. We continue to work tirelessly to assure our students are kept safe.

Other Community programs include our daily reassurance program to those Eastham Seniors who want daily communication with our department to assure their well being. We also provide Child Safety Seat Installation assistance for proper installation of Child Safety Seats in all vehicles. We also were awarded a grant to allow us to provide safety seats for those families in need. Officer Josh Adams is specially trained in these installations and will assist any resident with the proper installation of these life saving child seats as well as the allocation for those who qualify. He can be reached at our regular number for an appointment. The department also offers the checking of vacant houses with the program "Operation Housecheck." Any resident who is interested in having their vacant home checked by the Police Department may sign up for this service on our website or by calling us at our regular number. This service is typically utilized during the winter off-season when many homes are vacant.

Other services and programs can be acquired through our website @ [eastham-ma.gov](http://eastham-ma.gov) and click on Emergency Services.

I look forward to continuing our dedicated and committed service to the Town of Eastham in 2015 "**In Partnership with Our Community.**"

Respectfully Submitted,

Edward V. Kulhawik  
Chief of Police



**TOWN REPORT 2014 FOR POLICE DEPARTMENT  
COMPLAINTS RECEIVED AND/OR INVESTIGATIONS  
AND SERVICES PROVIDED**

|  |      |
|--|------|
| Assault . . . . .                        | 2    |
| Arson . . . . .                          | 0    |
| Assault/Deadly Weapon . . . . .          | 0    |
| Assault/Battery . . . . .                | 3    |
| Attempted Burglary. . . . .              | 4    |
| Burglary/Force/Non-Force . . . . .       | 17   |
| Burglar Alarms . . . . .                 | 225  |
| Larceny/Forgery/Fraud . . . . .          | 76   |
| Larceny/Motor Vehicle . . . . .          | 0    |
| Unauthorized Use/MV . . . . .            | 0    |
| Identity Theft . . . . .                 | 5    |
| Counterfeiting/Forgery . . . . .         | 0    |
| Vandalism . . . . .                      | 27   |
| Weapons Violation . . . . .              | 0    |
| Sex Offense . . . . .                    | 6    |
| Narcotics Violation . . . . .            | 15   |
| Narcotics Investigation . . . . .        | 24   |
| Protective Custody . . . . .             | 22   |
| Harassment . . . . .                     | 31   |
| Trespassing. . . . .                     | 4    |
| Missing Person . . . . .                 | 11   |
| Lost/Found Property . . . . .            | 121  |
| Town Bylaw Violation . . . . .           | 47   |
| Dead Body/Death . . . . .                | 4    |
| Suicide . . . . .                        | 0    |
| Illegal Trash Disposal . . . . .         | 6    |
| Warrant . . . . .                        | 18   |
| Suspicious Incident. . . . .             | 174  |
| Civil Dispute . . . . .                  | 75   |
| Domestic. . . . .                        | 55   |
| 209A Violation. . . . .                  | 4    |
| 209 A Service . . . . .                  | 44   |
| Abandoned Motor Vehicle. . . . .         | 4    |
| Miscellaneous Traffic . . . . .          | 99   |
| Hazard . . . . .                         | 39   |
| Minor Accident . . . . .                 | 82   |
| Animal Complaint/Investigation . . . . . | 242  |
| Summons Served. . . . .                  | 61   |
| House Check . . . . .                    | 855  |
| Business Check . . . . .                 | 5618 |
| Directed Deterrents . . . . .            | 4274 |
| Lock Out . . . . .                       | 51   |
| Escort . . . . .                         | 8    |
| Fingerprint Person . . . . .             | 19   |
| Noise Complaint . . . . .                | 95   |
| Assist Resident. . . . .                 | 279  |
| Assist to Police Dept. . . . .           | 260  |
| Assist Motorist . . . . .                | 20   |

|                                      |     |
|--------------------------------------|-----|
| Transportation . . . . .             | 54  |
| Message Delivery . . . . .           | 26  |
| Assist to Motorist . . . . .         | 20  |
| Disabled Motor Vehicle . . . . .     | 143 |
| Reassurance Check . . . . .          | 163 |
| Well Being Check . . . . .           | 127 |
| Hunter Complaint . . . . .           | 2   |
| Miscellaneous . . . . .              | 133 |
| School Incident . . . . .            | 68  |
| School Services . . . . .            | 278 |
| Assist Fire Dept. / Rescue . . . . . | 833 |

## **MAJOR VEHICLE INCIDENTS**

|   |      |
|---|------|
| Motor Vehicle Stops . . . . .               | 3486 |
| Major Motor Vehicle Crashes Major . . . . . | 86   |
| Motor Vehicle Initiated Arrests . . . . .   | 92   |
| OUI . . . . .                               | 26   |
| MV Complaints . . . . .                     | 138  |
| Truck Enforcement . . . . .                 | 1    |

|                                  |             |
|----------------------------------|-------------|
| <b>911 Call Volume . . . . .</b> | <b>2979</b> |
|----------------------------------|-------------|

## **TRAFFIC ENFORCEMENT**

|  |      |
|--|------|
| Motor Vehicle Warnings . . . . .       | 1400 |
| Civil Infractions/Complaints . . . . . | 248  |

## **REPORT COPIES/FIREARMS PERMITS**

|                               |     |
|-------------------------------|-----|
| Copies of Reports . . . . .   | 270 |
| FID Cards . . . . .           | 5   |
| Pistol Permits . . . . .      | 101 |
| Machine Gun Permits . . . . . | 1   |
| Dealer Permits . . . . .      | 2   |

## **DEPARTMENT OF PUBLIC WORKS**

The Department of Public Works is responsible for the maintenance of roads, grounds, beaches and operation of the transfer station. The DPW provides assistance to Police, Fire, Natural Resources, Building, and other departments when skilled labor, trucks, and heavy equipment are needed.

### **Projects accomplished by the Public Works Department:**

1. Roads: Various roads were crack sealed, patched and prepared for resurfacing.
2. Met with developers and engineers for review and approval of various plans and construction including town water project.
3. Brushing and reshaping of shoulders on various roads.
4. Maintaining, cleaning, and replenishing sand on all beaches along Cape Cod Bay, maintaining all Town landings and replacement of pavement washed away by storms.
5. Review of Keyspan/National Grid and Verizon Street Opening Permit requests for conformance with regulation.
6. Petition hearings, revisions, and approvals of utility companies' plans and improvements.
7. Inspection of private roads which have been petitioned for acceptance by the Town as public ways.
8. Maintaining and cutting all grassy areas on Town-owned properties.
9. Snowplowing, salting, and sanding of all Town roads. It should be noted that the Town does not hire outside contractors to plow its roads. All roads are plowed by the Department of Public Works and Natural Resources Department employees.
10. Began the dredging of Rock Harbor
11. Installed seven storm water drainage systems
12. Installed new emergency generators at the Fire Station and Senior Center
13. Assisted with the installation of the temporary library trailers
14. Repaved sections of Bridge Road

### **Current Projects Under Design/Planning:**

1. Replacement of two culverts on Dyer Prince Road
2. Culvert Replacement, drainage improvements, and reconstruction of a section of Governor Prence Road west of Route 6.
3. Route 6 storm water discharge to Salt Pond drainage improvements under design.

Respectfully submitted,

Neil Andres, Superintendent

## RECREATION COMMISSION

The Mission Statement of The Town of Eastham Recreation and Beach Department is to provide and promote year-round activities that enhance the quality of life of its participants.

### **New Recreation Programs, Field Trips and Special Events:**

- Eastham Recreation was able to swim at Mass Maritime Academy three times this past year! The first trip in January also included some game time with Bourne Rec at their community center! In March, our trip to MMA ended with a picnic lunch along-side the canal and in October...not only did we swim at MMA but we walked the canal from the Sagamore Bridge to the Bourne Bridge!
- A successful half-day of school was spent at Willy's! We swam, climbed the rock wall, played on the turf and had pizza!
- February and April Vacations 2014 took Eastham Rec to Boston for an ice show and then to the playground at The Esplanade! Over the vacations we also went to the movies and lunch, ice skating and lunch.
- Summer 2014 included a number of partnerships with local businesses/people in Eastham; We kicked off summer with our 4th Annual kid's dinner at Arnold's Restaurant! Little Capistrano Bike Shop performed summer bike tune-ups! Moira Nobili ran a women's walking club and Jodi Nolan (Jodi Nolan's More Fitness) ran an early bird fitness program on the beach! Rec kids also took weekly swimming trips to the Captains Quarters Hotel and the Town Crier Motel. Thank you very much to the local business community for their support and generosity!
- This summer we sponsored a Tug-of-War night at First Encounter Beach...it was a big success and we look forward to making this an annual event! Kids Karaoke on the Windmill Green promised to be an extremely fun night until a summer thunderstorm came through. This event will be back! Our Summer Programs also included an adventures in clamming day, Adult weekly bike trips through Eastham, adult co-ed dodgeball and a turf night at Willy's!
- Bike and Hike continues to be a well-liked and fun program! Fridays during the fall, Eastham Rec and Eastham Elementary school children venture out for a bike ride and/or a hike and/or both! This year we biked from Chatham to Eastham, from Dennis to Eastham, from Eastham to Wellfleet, from Eastham to Nickerson State Park. We hiked to the Marconi lookout, on Coast Guard Beach we played games in the sand and we enjoyed Cobies ice cream! The program ended on Halloween with a costume ride to PB Boulangerie's for a party filled with tasty French snacks!

### **Continual Recreation Programs and Special Events:**

|                          |                        |                       |
|--------------------------|------------------------|-----------------------|
| K- 6th Basketball        | Swim Lessons           | Fall Soccer           |
| Middle School Basketball | Swim Team/Meets        | Field Hockey          |
| High School Basketball   | Summer Basketball      | 10th Annual Egg Hunt  |
| Jump Rope                | Summer Rec Program     | 9th Annual Duck Race  |
| Fishing                  | Stand-Up Paddle Board  | Annual Ice Skating    |
| Softball                 | Beach Chess & Checkers | Basketball Clinics    |
| T-Ball                   | Beach Volleyball       | Jr. Lifeguard Program |

### **Future Projects:**

The Eastham Recreation Department and the Nauset Regional School Department have worked together to see that there are public tennis courts in the Town of Eastham. \$360,000 was voted on by the Eastham Taxpayers to refurbish the existing courts at NRHS. The Recreation Department is also looking to enhance the condition of the Field of Dreams and to also secure other recreation land to expand programming.

### **Thank you!**

Eastham recreational sports, field trips and special events would not exist without the help and support of volunteer coaches, chaperones, parents and guardians, friends and fans! A very special thank you goes to the participants of our programs...your enthusiasm and sportsmanship does not go unnoticed!

The Recreation Commission meets the second Tuesday of the month at 6:00pm in the Recreation and Beach Building. All meetings are open to the public.

Respectfully submitted,

Edmund Casarella (Chair)  
Edward Jordan  
Robert LaBranche  
John Mayer  
Brent Warren

## SEARCH COMMITTEE

The Search Committee has the responsibility of organizing interviews for openings in 23 of the 37 Committees, Boards, and Commissions in the Town of Eastham. The total membership requirement for all of these groups is 134 residents. In the year 2014, 39 applicants were interviewed by the Selectmen and Search Committee liaisons, and the appropriate chair of the Committee, Board, or Commission to which the application is made. 29 applicants were selected and appointed by the Board of Selectmen.

At this time, there are a number of openings, and in order to fill them, the Search Committee will sponsor an "Open House on Saturday, the 25th of April. All the chairs will be there to answer questions regarding their town's mandated goals.

Applications are always available online at [eastham-ma.gov](http://eastham-ma.gov) (see quick links) and in paper form at the Town Hall.

Respectfully submitted,

Robert W. Smith  
Search Committee Chair  
508 255 3831

## SUPERINTENDENT OF SCHOOLS

Thank you for your continued support of the students and staff of the Nauset Public Schools. Because of this support, we continue to experience outstanding results at Eastham Elementary School and the Nauset Regional Schools. Eastham Elementary School (EES) students scored above the State average in most areas in the MCAS. This coming spring EES students will be taking the new state PARCC assessment designed to measure student performance against the new Common Core standards. MCAS scores at Nauset Middle School and Nauset High School continued to be far above the State average. For example, in Grade 10, 99% of the students scored advanced or proficient in English. These results can only happen with exceptional instructional practices by our teaching staff, small class sizes, and strong community engagement and support! But we don't "teach to the test" in Nauset; rather we teach to exceed the State standards that are evaluated on the MCAS tests.

There are so many new and exciting things happening at Eastham Elementary School! The Preschool continues to be a welcomed addition to EES. The first Curriculum Carnival was held this past year that included reading, math, and science games for students and parents. The One Book / One School Project was a wonderful family connection with books being purchased for every student and teacher with funding from Friends of Eastham Library, Eastham Police Department and the EES Parent Group. To honor our veterans, students walked to the National Seashore to plant a flag, thus creating a Field of Flags memorial. A new math coach was hired to work with teachers to develop lessons that strengthen the skills of students and teachers. Special thanks go to the Eastham Police Department who frequently visit EES and have advised us in ways to enhance security at the school. STEM Summer Camp was held for 5th and 6th grade students thanks to Maggie Brown, Tracey Deegan and a substantial grant from the Bilzikian Family Foundation.

The Nauset Middle School received 37% funding from the State for its roof project which was completed on time and under budget this past summer. Building needs remain a priority in Nauset and the School Committee is updating its Long Range Capital Plan with an emphasis on needed renovations for the 43 year-old Nauset High School.

There were many exciting happenings at the Regional Schools in 2014. Highlights include: the introduction of Mandarin language, the completion of the Greenhouse Science Lab at the Middle School, and implementation of a 1:1 iPad instructional technology program for all freshman at Nauset High. All teachers in Grades 6-12 also received new iPads and judging by the enthusiasm of the staff and students, this program is a huge success, transforming not only how we teach but how learning can be extended far beyond the classroom walls. The Region School Committee will be considering expanding the program to all students in grades 8-12 in the very near future. Plans are also in the works to expand the use of technology in all of our K-5 schools as well.

There are 16 students from foreign countries attending Nauset High School this year in our International Student Program. Now in its third year, the program provides significant resources to the school (students must pay a tuition based on Nauset's per pupil expenditure amount) and enriches our students who are exposed to diverse cultures, customs, and languages. This year's students are from Brazil, China, France, Germany, Norway and Spain. Ms. Cheng Wenju, the Academic assistant principal in

a school of 3,000 students, grades 7-12 in Shijiazhuang, China, visited the Nauset District and spent time visiting classes at the Eddy School and the Middle & High School. She remarked at seeing the children so engaged in their learning, happy, and contributing ideas in their classrooms. Lively discussions were held between Ms. Cheng and our faculty. Mr. Tadge Tang, a Nauset graduate who studied in China and now teaches Mandarin at the High School, served as Ms. Cheng's interpreter during her visit. This was truly a wonderful experience for staff and students in the District.

The Joint School Committees (Brewster, Orleans, Wellfleet, Eastham and the Region) voted to form a Search Committee, and hope to select a new Superintendent in March 2015. I will retire this coming August after almost 40 years in education. I look forward to assisting in the transition of a new superintendent. It has been my privilege to serve as the Superintendent of the Nauset Public Schools for the last six years. Your kindness, support, and genuine interest in ensuring that our schools have the resources needed to excel has made my work a joy, not a job! Nauset is truly a very special place where "every child matters" and the community embraces that belief wholeheartedly.

Respectfully submitted,

Richard J. Hoffmann, Ed.D.  
Superintendent of Schools



## TOWN CLERK

The year 2014 brought significant changes to the Town Clerk's office when Lillian Lamperti, who had served as Eastham's Town Clerk since her appointment in 1978, announced she would not seek reelection in May. Lillian's subsequent retirement ended an era of tireless commitment to serving Eastham and its residents that began when she was appointed to the County Joint Transportation Committee in 1974. Lillian's interest in antiques and history were the perfect compliment to running an office charged with the care and preservation of the town's vital records and documents. She also devoted much of her time listening to and finding answers to the many questions presented by town residents.

Lillian's retirement also meant that the first contested race for Eastham Town Clerk in 36 years had four candidates vying for the position. Susanne Fischer, assistant town clerk, was elected Town Clerk in the May 20th Annual Town Election. A total of 1,484, or 36.7 percent, of the town's registered voters turned out to also elect a new Town Moderator, Steven Cole; a new Selectman, Elizabeth Gawron; a new member of the Elementary School Committee, Judy Lindahl; and to reelect Linda Burt as Selectman, Joanne Irish as Elementary School Committee member and Edmond Harnett and Mary Shaw as Library Trustees.

Attended by 1,026 voters, the May 5th Annual Town Meeting voted to establish a municipal water supply and water distributing system in the Town of Eastham. Voters also approved funding for an electronic voting system for town meetings in fiscal year 2015.

In 2014, 989, or 24 percent, of the town's registered voters participated in the September 9th State Primary; 2,828, or 67 percent, voted in the State Election on November 4th. For the November election, Eastham was one of only four towns in the Commonwealth to purchase and use a new state-approved voting machine that features a six-second check of each ballot to make sure each voter's marks can be read properly. This resulted in exceptionally long lines and efforts are underway to find a solution to this problem. Many thanks to the Town of Eastham voters for their patience and understanding and to all of the town's election workers for a superb job under trying circumstances!

In addition to processing the town's annual census, parking tickets, raffle permits, vital records and business licenses, the Town Clerk's office issued 990 dog licenses and 1,147 home rental permits. The number of registered voters in Eastham reached 4,193 in 2014; the number of town residents was 5,140. There were 24 births, including one home birth, 36 marriages and 72 deaths in 2014. The Town Clerk's office now also provides notary services.

In 2014 the Massachusetts Registry of Vital Records implemented a second phase of electronic record registration by adding a death module to the existing birth module. By eliminating the century-old paper process, birth and death records now can be processed quickly and efficiently. The Eastham Town Clerk's office is also striving to find new ways to improve both efficiency and communication. Deborah Cohen, Eastham's new Assistant Town Clerk, brings considerable computer expertise and organizational skills to help facilitate this process.

### **A Town of Eastham History Highlight**

One of the delightful bits of history that can be found in the Town Clerk's office is the Reports of the Secretary of the Community Christmas Tree and Supper held at Town Hall from 1921 to 1954. The first supper recorded featured chicken pie, cranberry sauce, mashed potatoes, turnips, cake, pie, bread, butter, coffee and entertainment. Price to attend was \$.35 for adults, children under 12 just \$.25. D. Sparrow served as Santa Claus and presents were given to those children in graded school. Committee members included town officers, Grange and church members.

In 1935, the committee voted to forego the supper and just have the Christmas tree and entertainment. The celebration was held on the evening of December 24 with "Town Hall filled to capacity." Gifts were provided for every child in town under high school age. According to the last record, in 1954, approximately 246 children received gifts of oranges, candy and apples.

**TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 5, 2014**

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**TOWN OF EASTHAM  
ANNUAL TOWN MEETING WARRANT**

**AND FINANCE COMMITTEE REPORT AND  
RECOMMENDATIONS  
7:00 P.M.**

**MAY 5, 2014**

**NAUSET REGIONAL HIGH SCHOOL GYMNASIUM**

**ANNUAL TOWN ELECTION  
MAY 20, 2014**

**POLLS OPEN  
7:00 A.M. - 8:00 P.M.**

**EASTHAM TOWN HALL  
2500 STATE HIGHWAY  
EASTHAM, MA**

**FOR COPIES OF THIS WARRANT IN LARGER PRINT  
OR ON TAPE, PLEASE CALL 508 240-5900.**

**Also available on the town website  
[www.eastham-ma.gov](http://www.eastham-ma.gov)**

**Please bring this warrant to Town Meeting**

# TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 5, 2014

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| 6            | TRI TOWN FUNDING  | 7         |
| 7            | ESTABLISH POST RETIREMENT BENEFITS TRUST PER GASB 45                          | 7         |
| 8            | MUNICIPAL WATER   | 8         |
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| 39           | PETITION – SANDY MEADOW ROAD ACCEPTANCE                                       | 61        |
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|              |   |           |
|              |   |           |
|              |   |           |

# TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 5, 2014

## TOWN OF EASTHAM

Commonwealth of Massachusetts  
Barnstable, ss. ~

To the Constable of the Town of Eastham  
In the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Gymnasium, Monday, the fifth day of May, Two Thousand and Fourteen, at Seven o'clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Eastham Town Hall at 7:00 a.m. Tuesday, the twentieth day of May next, then and there to elect the following Town Officers:

|                             |  |
|-----------------------------|--|
| Moderator                   | One Three-Year term<br>(Vote for one)  |
| Board of Selectmen          | Two three-year terms<br>(Vote for two) |
| Town Clerk                  | One Three-Year term<br>(Vote for one)  |
| Library Trustee             | Two three-year terms<br>(Vote for two) |
| Elementary School Committee | Two three-year terms<br>(Vote for two) |
| Housing Authority           | One Five Year Term<br>(Vote for one)   |

and to act on the following questions:

### QUESTION 1

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two-and-one-half, so called, the amounts required to pay for the bonds issued in order pay costs of engineering, design, dredging and material disposal for Rock Harbor, to be expended in conjunction with the Town of Orleans, including the payment of all costs incidental and related thereto.

### QUESTION 2

Shall the town vote to accept the provisions of section six C of chapter forty of the General Laws, which authorize cities and towns to appropriate money for the removal of snow and ice from private ways therein open to public use?

### QUESTION 3

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay the Town of Eastham's allocable share of the bond issued by the Nauset Regional School District for the purpose of paying costs of the partial roof replacement of the Nauset Regional Middle School located at 70 Route 28 Orleans MA 02653, including the payment of all costs incidental or related thereto?

**POLLS OPEN 7:00 A.M. AND CLOSE AT 8:00 P.M.**  
**(or until last voter in line is serviced)**

## **2014 FINANCE COMMITTEE REPORT TOWN OF EASTHAM**

The role of the Eastham Finance Committee under our Town Charter is to provide recommendations to the citizens of the Town on articles presented in the Town Warrant. This year's warrant once again contains several articles that could shape the future of this Town for many years to come.

We consider each warrant article carefully, seeking and receiving the input of appropriate committees, consultants, departments, and interested parties before discussing each issue and reaching our conclusions.

We encourage the public to attend our meetings, which are posted online and in the Town Clerk's office.

Once again, the warrant includes an article providing for a municipal water system. At this Town Meeting there will be only a single water article, which would establish the "backbone" for a future Town-wide system and would provide water for the area known to be affected by the 1,4 Dioxane plume.

The Selectmen felt, and the Finance Committee agreed, that it is imperative that Eastham get started on a municipal system now. Costs continue to escalate. The 1,4 Dioxane plume is not contained. Fire protection is a concern. Well water continues to be impacted by septic systems.

The advantage of the "backbone" article is that it;

- (1) serves the area impacted by the 1,4 Dioxane plume;
- (2) provides fire hydrants within a 1000' of approximately 80% of the Town's residents and may reduce insurance costs for many;
- (3) provides the option for water hook-up to about a third of the residents; and
- (4) delivers a flexible and cost-effective opportunity for expansion in the future.

All of these significant benefits to the Town's residents will be accomplished at a capital cost substantially less than the Town wide system proposed last year.

The Finance Committee supports the Room Occupancy tax expansion in Article 18 to provide equity with respect to motels and cottages, while delivering revenues needed by the Town.

Respectfully submitted,

Russ French, Chair  
William (Gary) Krum, Vice Chair  
Brian Eastman, Clerk  
Susan Beyle

Judy Cannon  
Steven Cole  
Fred Guidi  
Michael Hackworth  
John Knox

### ARTICLE 1

To see if the Town will vote to raise and appropriate or transfer from available funds **\$1,700** for Greenhead Fly Control as authorized by G.L. C.252 §24, and authorize the Town Treasurer to pay said appropriation into the State Treasury; or take any action relative thereto.

By Board of Selectmen

Summary:

This is a standard article to appropriate money to pay the Town's share of the Greenhead Fly Control Program.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

### ARTICLE 2

To see if the Town will vote to assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts; or take any action relative thereto.

By Board of Selectmen

Summary:

All Massachusetts municipalities indemnify the DEP for work in the local communities with this standard article.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

### ARTICLE 3

To see if the Town will vote to authorize reauthorize revolving funds, as listed below, for certain town departments under M.G.L. Chapter 44, Section 53E ½ for the fiscal year beginning July 1, 2014; or take any action relative thereto.

| Revolving Fund                                 | Authorize to Spend Fund | Revenue Source                            | Use of Fund   | FY15 Spending Limit |
|--|-------------------------|---|---|---------------------|
| <b>Recreation – Bottles &amp; Cans Account</b> | Recreation Director     | Collection & Redemption of Bottles & Cans | Beach & Recreation Programs                             | \$ 10,000           |
| <b>Home Composting Bin/Recycling Account</b>   | BOS or designee         | Sale of Compost Bins                      | Purchase additional bins & advertise their availability | \$ 2,500            |

|   |                 |  |  |           |
|---|-----------------|--|--|-----------|
| <b>Vehicular Fuel Sales Revolving Account</b>                         | BOS or designee | Sale of fuel to other government entities                  | Purchase additional fuel for sale to other government entities | \$ 57,000 |
| <b>Council on Aging/Lower Cape Adult Day Center Revolving Account</b> | COA Director    | Funds from fees, charges for COA programs and performances | Pay for additional COA programs and performances               | \$ 7,000  |

By Board of Selectmen

**Summary:**

This statute requires annual authorization of revolving funds each year.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

**ARTICLE 4**

To see if the town will vote to appropriate and transfer the sum of **\$10,000** from Fiscal Year 13 Hotel Motel Excise Tax (free cash so called), in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended by the Visitor Services Board on the following items: Landscaping, lighting, and holiday decorations and general improvement on Windmill Green \$3,000, Flower Island support \$500, Summer concerts, \$6,500; or take any action relative thereto.

By Visitor Services Board

**Summary:**

This is an annual article to fund activities of the Visitor's Services Board, which enhance and promote tourism in the Town.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

**ARTICLE 5**

To see if the Town will vote to elect pursuant to G. L. C.71, §16B, to reallocate the sum of the required local members towns' contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Act Formula, so-called for fiscal year 2016; or take any action relative thereto.

By Nauset Regional School Committee

**Summary:**

This article will apportion the Nauset Regional School Assessments for FY16 to the four member towns based on their proportionate enrollment within the school district. This is the method provided within the inter-municipal agreement approved by the four towns establishing the Nauset Regional School District, and has been applied in each of the last ten years by town meeting vote.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*



## ARTICLE 6

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$100,000** to the Tri Town Septage Disposal District to be used for capital maintenance and improvements as outlined in the facility evaluation cost estimate, developed by the engineering consultants to the plant; or take any action relative thereto.

Board of Selectmen

### Summary:

The Tri Town Plant will continue to operate beyond the 2015 closure date originally planned. These funds will pay for some strategic repairs and upgrades to keep the facility safe for the employees and meeting the limitations of its discharge permit. Any funds not used for this purpose will be returned to the Towns. The decision to make more comprehensive repairs and upgrades to ensure a twenty-year lifespan of the facility will be considered in the upcoming fiscal year, with a target decision date of FY2016. The Board will sign an extension of the Intermunicipal Agreement in support of these repairs.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 5-0

*(Majority vote required)*

## ARTICLE 7

To see if the Town will vote to accept the provisions of G.L. c.32B, Section 20, to create an "Other Post Employment Benefits Liability Trust Fund" to meet the Town's obligations under the Government Accounting Standards Board (GASB) Statement #45 to fund the Town's future obligations for the cost of other post employment benefits identified by the GASB 45 Report and as funding to transfer from available funds the sum of **\$5,000**; or take any other action relative thereto.

By Board of Selectmen

### Summary:

This article seeks to establish and begin appropriating funds for a reserve for future post-employment benefit costs (OPEB's). This liability results from the "promised" benefits to qualifying retirees for the town's share of future health and life insurance payments during retirement.

The Governmental Accounting Standards Board (GASB), a national agency that rules on accounting standards nationwide, issued their Statement GASB #45 that requires all governmental entities to record as a liability the future costs of these benefits actuarially calculated to be due to employees. OPEB's are part of compensation, or IOU's, that are handed out to employees each year but are not cashed in until retirement. According to the GASB, the cost of the IOU's should be recognized while the employee is working and earning these benefits, not when the employee is retired. This liability is substantial, calculated at just over \$11 million for Eastham, and the GASB feels that potential lenders should be aware of its magnitude.

Currently, the Town of Eastham, as do most other towns, fund these costs on a pay-as-you-go method. There is no mandate to fund this liability; however, it is a matter that bond-rating agencies consider. Several communities have begun addressing this issue with modest contributions to a fund for this purpose and that is what this article intends to do for Eastham.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

*(Majority vote required)*

## ARTICLE 8

To see if the Town will vote to establish a municipal water supply and water distributing system shown on a plan entitled Water Distribution System Development Backbone and Landfill Area, March 2014, pursuant to Section 39A of Chapter 40 of the General Laws; and

to appropriate the sum of **\$45.8 million** for establishing such a system for the Town, including, without limitation, the taking or purchase of water sources or water or flowage rights, the taking or purchase of land or easements for the water system or for the protection of the water system, the construction and development of wells, the construction of water towers, the construction of buildings for water treatment and pumping stations, the laying and relaying of water mains, the purchase and installation of water meters, fire hydrants and other water department equipment, and design and engineering and other costs incidental thereto, and including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws; and

that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$45.8 million and issue bonds or notes therefore under Chapter 44 of the General Laws and/or Chapter 29C of the General Laws; and

that the Treasurer with the approval of the Board of Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust established pursuant to Chapter 29C and in connection therewith to enter into a loan agreement and/or security agreement with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan and for any federal or state aid available for the project or for the financing thereof; and

that the Board of Selectmen is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project; and

provided further that, pursuant to G.L. c.40, Section 39A, the Board of Selectmen is hereby authorized to act as Water Commissioners and to exercise all of the powers of Water Commissioners pursuant to General Laws Chapter 41, Section 69A and G.L. 40, Section 38-39I and 39L thru 42; and

provided further that the Town hereby accepts the provisions of General Laws Chapter 40, Sections 42A through 42F, and Section 42J to authorize the collection of water rates and to permit the deferral of payment of water use charges by certain homeowner/occupants; or take any action relative thereto.

By Board of Selectmen

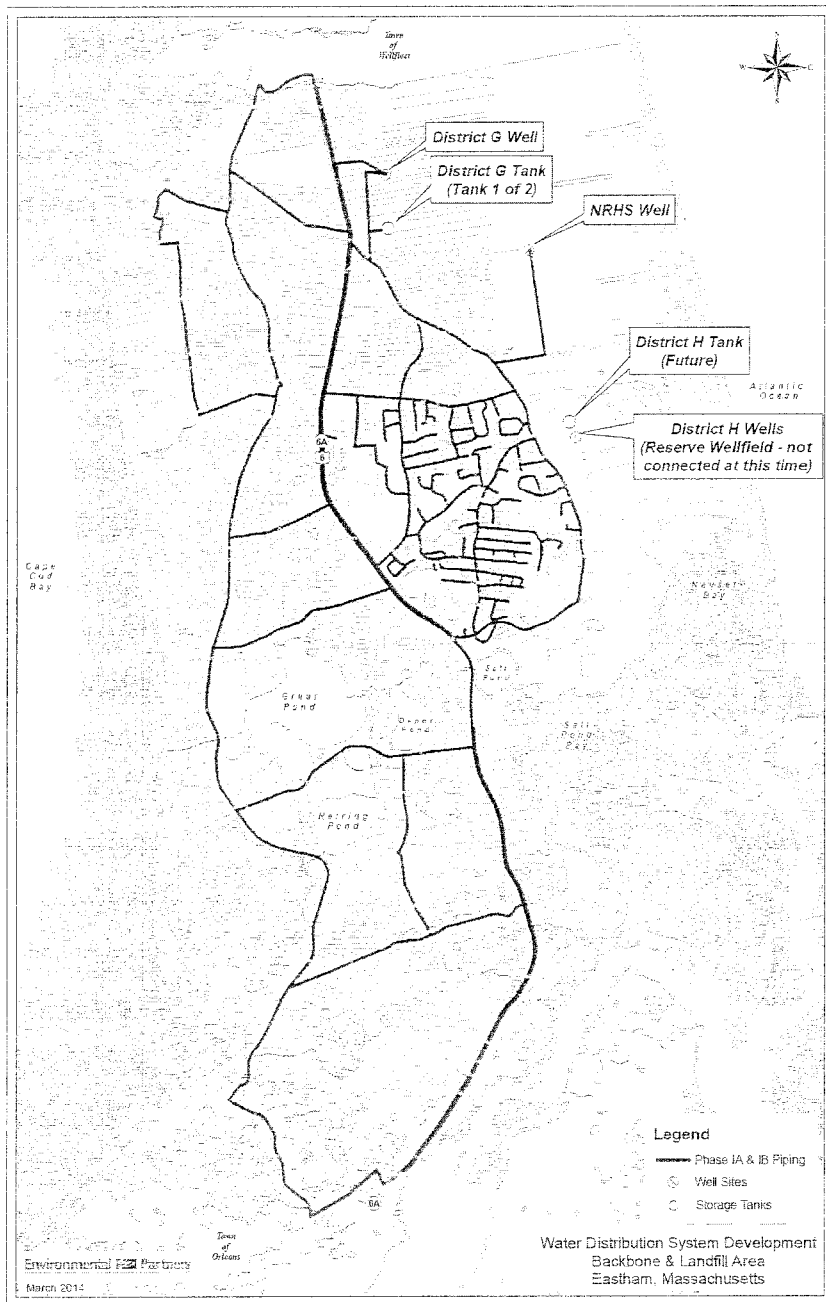
### Summary:

This Article will provide a system that includes all the basic elements to allow for expansion to all parts of town in the future. That is what is known as the "backbone with landfill study area service" and further included in this proposal are, a single water tower (two will be needed at system build out), hydrants, and service connections along all the ways shown on the map. This plan will provide service to the affected areas within the landfill study area as soon as possible. It will also provide hydrants within 1000' of 80% of the Eastham structures. This enhances the potential for fire insurance savings.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE: RECOMMENDATION: 5-0

(2/3rds Majority vote required)



ESTIMATED DEBT SCHEDULE FOR PHASE ONE BORROWING

| ESTIMATE OF ANNUAL COST OF DEBT FOR TWENTY YEAR BORROWING |      |                   |                |                 |            |            |
|---|------|-------------------|----------------|-----------------|------------|------------|
| ENHANCED PHASE ONE MUNICIPAL WATER                        |      |                   |                |                 |            |            |
| FISCAL  |      |                   |                |                 | TAX        | COST       |
| YEAR  | YEAR | PRINCIPAL         | INTEREST       | GROSS           | IMPACT PER | \$400,000  |
|   |      |                   |                |                 | \$1,000    | HOUSE      |
| 17  | 1    | \$2,290,000.00    | \$916,000.00   | \$3,206,000.00  | \$1.15     | \$459.51   |
| 18  | 2    | \$2,290,000.00    | \$870,200.00   | \$3,160,200.00  | \$1.10     | \$441.90   |
| 19  | 3    | \$2,290,000.00    | \$824,400.00   | \$3,114,400.00  | \$1.06     | \$422.81   |
| 20  | 4    | \$2,290,000.00    | \$778,600.00   | \$3,068,600.00  | \$1.03     | \$412.47   |
| 21  | 5    | \$2,290,000.00    | \$732,800.00   | \$3,022,800.00  | \$1.00     | \$398.34   |
| 22  | 6    | \$2,290,000.00    | \$687,000.00   | \$2,977,000.00  | \$0.96     | \$384.62   |
| 23  | 7    | \$2,290,000.00    | \$641,200.00   | \$2,931,200.00  | \$0.93     | \$371.27   |
| 24  | 8    | \$2,290,000.00    | \$595,400.00   | \$2,885,400.00  | \$0.90     | \$358.31   |
| 25  | 9    | \$2,290,000.00    | \$549,600.00   | \$2,839,600.00  | \$0.86     | \$345.70   |
| 26  | 10   | \$2,290,000.00    | \$503,800.00   | \$2,793,800.00  | \$0.83     | \$333.46   |
| 27  | 11   | \$2,290,000.00    | \$458,000.00   | \$2,748,000.00  | \$0.80     | \$321.56   |
| 28  | 12   | \$2,290,000.00    | \$412,200.00   | \$2,702,200.00  | \$0.78     | \$310.00   |
| 29  | 13   | \$2,290,000.00    | \$366,400.00   | \$2,656,400.00  | \$0.75     | \$298.77   |
| 30  | 14   | \$2,290,000.00    | \$320,600.00   | \$2,610,600.00  | \$0.72     | \$287.86   |
| 31  | 15   | \$2,290,000.00    | \$274,800.00   | \$2,564,800.00  | \$0.69     | \$277.27   |
| 32  | 16   | \$2,290,000.00    | \$229,000.00   | \$2,519,000.00  | \$0.67     | \$266.98   |
| 33  | 17   | \$2,290,000.00    | \$183,200.00   | \$2,473,200.00  | \$0.64     | \$256.98   |
| 34  | 18   | \$2,290,000.00    | \$137,400.00   | \$2,427,400.00  | \$0.62     | \$247.28   |
| 35  | 19   | \$2,290,000.00    | \$91,600.00    | \$2,381,600.00  | \$0.59     | \$237.86   |
| 36  | 20   | \$2,290,000.00    | \$45,800.00    | \$2,335,800.00  | \$0.57     | \$228.71   |
|   |      | \$45,800,000.00   | \$9,618,000.00 | \$55,418,000.00 |            | \$6,661.66 |
|   |      | TOTAL LOAN AMOUNT |                | \$45,800,000.00 |            |            |
|   |      | INTEREST RATE     |                | 2.00%           |            |            |

### ARTICLE 9

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$12,000** to the Eastham Chamber of Commerce as a grant to help support operations of the Information Booth; or take any action relative thereto.

By Board of Selectman/Chamber of Commerce

#### Summary:

Annually the Town has supported a grant to the Chamber of Commerce to assist in paying for the operation of the Information Booth. This year the amount of the grant has been increased \$1,000 but it is still below this years' request of \$14,000. This money is used primarily for staff salaries. The Town continues to provide maintenance services and utilities to this town owned property.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

### ARTICLE 10

To see if the town will vote pursuant to Chapter 71 Section 16G 1/2 to approve establishment by Cape Cod Regional Technical High School of a stabilization fund for future facility capital costs; or take any action relative thereto.

By Nauset Regional School Committee

#### Summary:

The above referenced statute provides for the establishment of stabilization funds for regional schools if all the member municipalities support such creation. Then as part of the annual operating budget, a specific amount can be designated for and voted to be deposited into the fund. It is similar to town stabilization funds in that the fund can only be used for capital project expenditures.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

### ARTICLE 11

To see if the Town will vote to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41, General Laws, as amended, and to raise and appropriate or transfer from available funds the following sums of money for salaries:

|                            |                  |
|----------------------------|------------------|
| Moderator                  | \$ 150           |
| Town Clerk                 | \$67,317         |
| Selectmen (5) \$2,000 each | <u>\$10,000</u>  |
| <b>Total</b>               | <b>\$ 77,467</b> |

or take any action relative thereto.

By Elected Officials

#### Summary:

The selectmen salary is been increased by \$500 each. The last increase in the Board of Selectmen's salary was in 1999. There is however a significant reduction in the article due to the removal of the Treasurer/Collector as an elected position, as required by a recent change in the charter. The position is no longer elected, but is an appointed department head position. The salary for that position of \$80,000 is now included in the departmental budget.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

*(Majority vote required)*

## ARTICLE 12

To see if the Town will vote to act on the operating budget, including recommendations and reports of the Selectmen, Finance Committee and other Town Officials, and to see if the Town will vote to raise and appropriate or transfer from receipts reserved, and other available funds and accounts, the sum of **\$22,656,879**, and further to transfer from the dog receipts reserved (free cash so called) the additional sum of **\$2,500** to the Library, line item 67; or take any action relative thereto.

By Board of Selectmen

### Summary:

Article 12 is the operating budget for the Town, Eastham Elementary School, the Town's share of Cape Cod Tech and the Nauset Regional School District. The FY 15 operating budget reflects a 2.10% increase with the school portion increasing 3.62% and the municipal portion increasing 1.19%. Anticipated wage adjustments for municipal employees are contained in a separate article in this warrant. When included in the overall increase in spending the municipal increase is 1.83%. Overall, the total budget growth is moderate at 2.5% but relies on cash reserves to balance spending and revenues.

This year's spending includes significant increases in the Sanitation budget for landfill trash disposal, and water testing related to the landfill contamination. The Sanitation budgets trash disposal costs and landfill monitoring and water-testing costs have increased. The cost for trash disposal at SEMASS will increase from \$37.51 per ton to \$60 per ton in January, and the cost of water testing in the landfill study area as required by DEP continues. These two items contributed to an increase of \$161,000 in the expense portion of the budget. The CCT budget is down due to a reduction in the number of students, while Nauset and Eastham Elementary budgets increased.

Other budget changes of note include the Treasurer/Collector budget that for the first time includes the Treasurer/Collector Salary (Line 8) as that position was previously elected and funded in the Elected Officials' Salary article. Several other departments experienced notable changes in the salary lines due to staffing changes such as anticipated and actual retirements, new replacement hires, and shifting salary costs to other budgets more appropriate for the function.

It is important to mention that the balancing of this budget relied on the use of more than \$400,000 in cash. The projection for the budget in FY16 indicates that, in the absence of new revenue, the budget shortfall is projected to be \$800K. That will require an operating override. This is consistent with the projections after the last operating override, which was expected to cover spending needs for five years. In general, the limitations of 2 ½ and the increase in normal operating expenses necessitates that every five -7 years an operating override will be necessary. The financial system was stressed by the increase in our share of the Nauset Regional School Budget in FY14. This single item consumed much of our levy and new growth revenue increases in that year. The development of new revenue sources and the capturing of efficiencies in staff, equipment, supplies, or processes should reduce the amount of overrides but are unlikely to eliminate them. The Board of Selectmen continues to support an expansion of the room's tax that is projected to result in an additional \$800K in town revenue. We are constantly applying for grants, and working with our legislative delegation to receive a greater share of state revenues. On the town's most recent state aid Cherry Sheet, we are in a negative position. Our receipts from the state are \$15K less than the charges that we must pay the state. We are in a net negative position and this is not expected to change soon. Increases in state aid or a return to state aid levels of ten years ago when we netted a plus \$125,000, would be welcomed.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

*(Majority vote required)*

# FY 15 TOWN OF EASTHAM OPERATING BUDGT

| LINE #   | FY13 ACTUAL BUDGET | FY14 APPROVED BUDGET | FY15 SELECTMEN'S BUDGET | FIN COMM RECOMM |
|--|--------------------|----------------------|-------------------------|-----------------|
| <b>GENERAL GOVERNMENT</b>                        |                    |                      |                         |                 |
| 1 SELECTMEN/TN ADMINISTRATOR OFFICE SALARY       | \$371,958.00       | 380,531.00           | \$387,720.00            | 7-0             |
| 2 SELECTMEN/TOWN ADMINISTRATOR EXPENSE           | \$16,100.00        | 16,100.00            | \$16,100.00             | 7-0             |
| 3 RESERVE FUND                                   | \$65,000.00        | 65,000.00            | \$65,000.00             | 7-0             |
| 4 TOWN ACCOUNTANT OFFICE SALARY                  | \$122,306.00       | 126,759.10           | \$126,375.00            | 7-0             |
| 5 TOWN ACCOUNTANT EXPENSE                        | \$29,320.00        | 38,320.00            | \$33,820.00             | 7-0             |
| 6 ASSESSOR OFFICE SALARY                         | \$200,045.00       | 194,716.68           | \$195,479.00            | 7-0             |
| 7 ASSESSOR EXPENSE                               | \$25,865.00        | 26,646.00            | \$25,777.00             | 7-0             |
| 8 TREASURER/COLLECTOR OFFICE SALARY              | \$99,727.00        | 102,678.80           | \$182,988.00            | 7-0             |
| 9 TREASURER/COLLECTOR EXPENSE                    | \$7,915.00         | 7,949.75             | \$7,970.00              | 7-0             |
| 10 LEGAL SERVICES EXPENSE                        | \$65,000.00        | 80,000.00            | \$80,000.00             | 7-0             |
| 11 DATA PROCESSING SALARY                        | \$139,225.00       | 143,717.60           | \$144,348.00            | 7-0             |
| 12 DATA PROCESSING EXPENSE                       | \$119,772.00       | 126,073.00           | \$134,754.00            | 7-0             |
| 13 TAX TITLE EXPENSE                             | \$7,000.00         | 7,000.00             | \$7,000.00              | 7-0             |
| 14 CENTRAL PURCHASING SUPPLY & SERVICE           | \$57,855.00        | 56,622.00            | \$56,648.00             | 7-0             |
| 15 TOWN CLERK/ELECTIONS OFFICE SALARY            | \$91,323.00        | 96,674.50            | \$99,501.00             | 7-0             |
| 16 TOWN CLERK/ELECTIONS EXPENSE                  | \$9,700.00         | 9,890.00             | \$9,890.00              | 7-0             |
| 17 NATURAL RESOURCES SALARY                      | \$243,703.00       | 254,313.00           | \$222,828.00            | 7-0             |
| 18 NATURAL RESOURCES EXPENSE                     | \$29,144.00        | 29,149.00            | \$28,634.00             | 7-0             |
| 19 NATURAL RESOURCES CAPITAL EXPENSE             | \$11,455.00        | 0.00                 |                         |                 |
| 20 ENVIRONMENTAL PLANNING/CONSERVATION           | \$72,077.00        | 75,592.00            | \$109,345.00            | 7-0             |
| 21 ENVIRONMENTAL PLANNING/CONSERVATION EXPENSE   | \$1,800.00         | 3,821.00             | \$2,735.00              | 7-0             |
| 22 MUNICIPAL BUILDINGS SALARY                    | \$147,147.00       | 151,522.00           | \$144,506.00            | 7-0             |
| 23 MUNICIPAL BUILDINGS EXPENSE                   | \$88,806.00        | 88,806.00            | \$88,806.00             | 7-0             |
| 24 BULK FUEL OIL EXPENSE                         | \$177,000.00       | 212,000.00           | \$212,000.00            | 7-0             |
| 25 TOWN REPORT EXPENSE                           | \$8,050.00         | 8,050.00             | \$8,050.00              | 7-0             |
| 26 ENGINEERING & SUPPORT SERVICES EXPENSE        | \$4,000.00         | 4,000.00             | \$4,000.00              | 7-0             |
|  | \$2,211,293.00     | \$2,305,931.43       | \$2,394,274.00          |                 |
| <b>PUBLIC SAFETY &amp; INSPECTIONAL SERVICES</b> |                    |                      |                         |                 |
| 27 POLICE SALARY                                 | \$1,439,604.00     | 1,511,112.38         | \$1,524,512.00          | 7-0             |
| 28 POLICE EXPENSE                                | \$161,648.00       | 171,547.52           | \$174,555.00            | 7-0             |
| 29 POLICE CAPITAL                                | \$9,564.00         |                      |                         |                 |
| 30 FIRE SALARY                                   | \$1,480,723.00     | 1,658,210.09         | \$1,709,318.00          | 7-0             |
| 31 FIRE EXPENSE                                  | \$135,841.00       | 150,520.00           | \$151,880.00            | 7-0             |
| 32 FIRE CAPITAL EXPENSE                          | \$142,907.00       | 119,077.00           | \$104,500.00            | 7-0             |
| 33 DISPATCHING SALARY                            | \$296,593.00       | 298,189.72           | \$299,750.00            | 7-0             |
| 34 DISPATCHING EXPENSE                           | \$2,700.00         | 2,700.00             | \$2,700.00              | 7-0             |
| 35 BUILDING/PLUMBING/ELEC INSPECTION SALARY      | \$202,032.00       | 208,408.40           | \$208,409.00            | 7-0             |
| 36 BUILDING INSPECTION EXPENSE                   | \$3,049.00         | 3,049.00             | \$3,049.00              | 7-0             |
| 37 EMERGENCY MANAGEMENT EXPENSE (CIVIL DEFENSE)  | \$100.00           | 100.00               | \$100.00                | 7-0             |
| 38 TREE WARDEN EXPENSE                           | \$400.00           | 400.00               | \$400.00                | 7-0             |
| 39 DUTCH BLM DISEASE EXPENSE                     | \$10.00            | 10.00                | \$10.00                 | 7-0             |
| 40 INSECT/PEST/POISON IVY CONTROL                | \$10.00            | 10.00                | \$10.00                 | 7-0             |
|  | \$3,875,181.00     | \$4,123,334.11       | \$4,179,193.00          |                 |
| <b>EDUCATIONAL SERVICES</b>                      |                    |                      |                         |                 |
| 41 ELEMENTARY SCHOOL OPERATIONS                  | \$3,420,351.00     | 3,689,762.00         | \$3,778,336.00          | 7-0             |
| 42 NAUSET REGION CAPITAL ASSESSMENT              |                    | 8,746.00             | \$2,187.00              | 7-0             |
| 43 NAUSET REGION OPERATING ASSESSMENT            | \$3,744,220.00     | 4,355,866.00         | \$4,581,492.00          | 7-0             |
| 44 CAPE COD REGIONAL TECHNICAL SCHOOL            | \$282,806.00       | 234,197.00           | \$226,353.00            | 7-0             |
|  | \$7,447,377.00     | \$8,288,571.00       | \$8,588,368.00          |                 |

|  |  |                        |                        |                            |
|--|--|------------------------|------------------------|----------------------------|
| <i>PUBLIC WORKS &amp; SANITATION</i>       |  |                        |                        |                            |
| 45   | GENERAL MAINTENANCE SALARY                     | \$487,446.00           | 510,340.08             | \$510,062.00 7-0           |
| 46   | GENERAL MAINTENANCE EXPENSE                    | \$118,138.00           | 118,137.36             | \$118,911.00 7-0           |
| 47   | GENERAL MAINTENANCE CAPITAL                    | \$55,544.00            | 15,500.00              | \$15,500.00 7-0            |
| 48   | SNOW & SANDING SALARY                          | \$32,160.00            | 32,160.00              | \$32,160.00 7-0            |
| 49   | SNOW & SANDING EXPENSE                         | \$16,500.00            | 16,500.00              | \$16,500.00 7-0            |
| 50   | STREET LIGHTING EXPENSE                        | \$7,600.00             | 7,600.00               | \$7,600.00 7-0             |
| 51   | WASTE COLLECTION & DISPOSAL SALARY             | \$161,633.00           | 176,844.56             | \$171,734.00 7-0           |
| 52   | WASTE COLLECTION & DISPOSAL EXPENSE            | \$302,833.00           | 302,832.63             | \$463,332.00 7-0           |
| 53   | WASTE COLLECTION & DISPOSAL CAPITAL EXPENSE    | \$15,707.00            | 0.00                   |                            |
|  |  | \$1,197,561.00         | \$1,179,914.68         | \$1,335,799.00             |
| <i>HEALTH &amp; HUMAN SERVICES</i>         |  |                        |                        |                            |
| 54   | VETERANS' GRAVE OFFICER                        | \$75.00                | 75.00                  | \$75.00 7-0                |
| 55   | TOWN NURSE SERVICES                            | \$4,000.00             | 4,000.00               | \$4,000.00 7-0             |
| 56   | PUBLIC HEALTH SALARY                           | \$171,464.00           | 178,734.40             | \$179,122.00 7-0           |
| 57   | PUBLIC HEALTH EXPENSE                          | \$18,541.00            | 22,620.00              | \$23,120.00 7-0            |
| 58   | INSPECTION OF ANIMALS EXPENSE                  | \$250.00               | 250.00                 | \$250.00 7-0               |
| 59   | COUNCIL ON AGING/ADC SALARY                    | \$231,542.00           | 263,023.28             | \$239,064.00 7-0           |
| 60   | COUNCIL ON AGING/ADC EXPENSE                   | \$32,004.00            | 32,453.68              | \$30,331.00 7-0            |
| 61   | VETERANS' SERVICES - EXPENSE                   | \$18,550.00            | 19,385.83              | \$19,900.00 7-0            |
| 62   | VETERANS' SERVICES - BENEFITS                  | \$9,000.00             | 12,500.00              | \$12,300.00 7-0            |
| 63   | HUMAN SERVICES AGENCIES                        | \$61,500.00            | 63,000.00              | \$64,575.00 7-0            |
|  |  | \$546,926.00           | \$596,042.19           | \$572,737.00               |
| <i>CULTURE &amp; RECREATION</i>            |  |                        |                        |                            |
| 64   | LIBRARY SALARY                                 | \$217,314.00           | 227,510.56             | \$222,908.00 7-0           |
| 65   | LIBRARY EXPENSE                                | \$75,855.00            | 78,325.00              | \$78,825.00 7-0            |
| 66   | BEACH & RECREATION SALARY                      | \$259,028.00           | 270,711.50             | \$270,457.00 7-0           |
| 67   | BEACH & RECREATION EXPENSE                     | \$63,643.00            | 64,652.00              | \$65,382.00 7-0            |
| 68   | BEACH & RECREATION CAPITAL                     | \$8,223.00             | 8,223.00               |                            |
|  |  | \$624,063.00           | \$649,422.06           | \$637,572.00               |
| <i>DEBT AND BANKING SERVICES</i>           |  |                        |                        |                            |
| 69   | FIRE STATION                                   | \$150,000.00           | 150,000.00             | \$150,000.00 7-0           |
| 70   | LANDFILL CAPPING                               | \$70,923.00            | 73,058.58              | \$0.00 7-0                 |
| 71   | TRANSFER STATION                               | \$120,000.00           | 120,000.00             | \$0.00 7-0                 |
| 72   | INTEREST EXPENSE (LONG/SHORT TERM)             | \$330,036.00           | 324,673.72             | \$280,258.00 7-0           |
| 73   | TAX ANTICIPATION NOTES/BANS                    | \$36,460.00            | 10,000.00              | \$10,000.00 7-0            |
| 74   | SEPTIC BEETTERMENT LOANS                       | \$20,401.00            | 20,400.00              | \$20,400.00 7-0            |
| 75   | PURCHAS LAND PURCHASE                          | \$35,000.00            | 35,000.00              | \$40,000.00 7-0            |
| 76   | EASTHAM ELEMENTARY SCHOOL RENOVATION           | \$410,000.00           | 410,000.00             | \$410,000.00 7-0           |
| 77   | MUNICIPAL WATER                                | \$125,000.00           | 395,000.00             | \$395,000.00 7-0           |
| 78   | BANK FINANCING CHARGES                         | \$2,100.00             | 2,400.00               | \$1,500.00 7-0             |
|  |  | \$1,299,970.00         | \$1,540,532.30         | \$1,307,158.00             |
| <i>OTHER EXPENSES (GENERAL GOVERNMENT)</i> |  |                        |                        |                            |
| 79   | EMPLOYEE BENEFITS                              | \$13,500.00            | 13,500.00              | \$13,500.00 7-0            |
| 80   | BARN COUNTY RETIREMENT ASSESSMENT              | \$1,162,194.00         | 1,254,081.00           | \$1,317,678.00 7-0         |
| 81   | TOWN INSURANCE - UNEMPLOYMENT EXPENSE          | \$10,000.00            | 10,000.00              | \$10,000.00 7-0            |
| 82   | TOWN INSURANCE - EMPLOYEE EXPENSE HEALTH       | \$1,904,576.00         | 1,904,576.00           | \$1,975,000.00 7-0         |
| 83   | TOWN INSURANCE - TOWN PROTECTION (PROP & LIAB) | \$325,600.00           | 325,600.00             | \$325,600.00 7-0           |
|  |  | \$3,415,870.00         | \$3,507,757.00         | \$3,641,778.00             |
| <b>TOTAL</b>                               |  | <b>\$20,618,241.00</b> | <b>\$22,191,504.77</b> | <b>\$22,656,879.00 7-0</b> |



### ARTICLE 13

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of **\$496,700** to purchase the following capital items, make improvements to capital facilities as listed below; or take any action relative thereto.

By Board of Selectmen

#### Summary:

This is an annual article wherein items that have previously appeared on the five-year capital plan are designated for funding. The funding sources vary as noted at the bottom of the table. The items include computer hardware and software upgrades and additions, several municipal building projects at the Fire station and at the elementary school. All the bulletproof vests for the police are scheduled to be replaced this year. They have a specific life cycle for safety. The new speed trailer will supplement the older one we have been using and support the police in their efforts to reduce speed and thus accidents on the road. Finally, the pond remediation studies are expected to continue with the funding included in this article.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

*(Majority vote required)*

## FY15 ARTICLE 13 CAPITAL ACQUISITION

| ITEM                                 | DEPARTMENT                             | ITEM   | FY15          |
|--------------------------------------|--|--|---------------|
| DATA PROCESSING                      |  |  |               |
| 1                                    |  | COMPUTER HARDWARE/SPECIALIZED SOFTWARE           | \$20,000.00 F |
| 2                                    |  | FIBER OPTIC CABLE/OPEN CAPE CONNECTION           | \$10,000.00 F |
| 3                                    |  | VIDEO EQUIPMENT UPGRADES/DIGITAL CAMERAS         | \$5,000.00 CT |
|                                      |  | UPGRADE TELEPHONE SYSTEM - ALL BLDGS (VOIP)      |               |
| 4                                    |  | FIRE   | \$5,000.00 F  |
| 5                                    |  | POLICE   | \$15,200.00 F |
| 6                                    |  | NATURAL RESOURCES/DPW                            | \$5,000.00 F  |
| 7                                    |  | MOBILE COMPUTING & TABLET ACQUISITION/REPLACEN   | \$3,000.00 F  |
| NATURAL RESOURCES                    |  |  |               |
| 8                                    |  | EQUIPMENT TRAILER REPLACEMENT                    | \$7,500.00 F  |
| MUNICIPAL BUILDINGS EQUIPMENT        |  |  |               |
| 9                                    |  | VACUUM/CARPET CLEANERS/ LADDERS                  | \$2,000.00 F  |
| MUNICIPAL BUILDINGS IMPROVEMENTS     |  |  |               |
| 10                                   |  | PROJECT CONTINGENCY: MAJOR RFPAIRS ,PAINTING ETC | \$25,000.00 F |
| 11                                   |  | RELOCATE/REPLACE AIR HANDLER                     | \$38,000.00 F |
| 12                                   | FIRE                                   | REPLACE 2 OF 4 AIR HANDLING UNITS                | \$9,000.00 F  |
| 13                                   | FIRE                                   | REPLACE FIRE PUMP (SPRINKLER) IN STATION         | \$30,000.00 A |
| 14                                   | SCHOOL                                 | ROUTINE PAINTING ROTATION                        | \$5,000.00 F  |
| 15                                   |  | GROUNDS MAINTENANCE - DRAINAGE/FENCING           | \$5,000.00 F  |
| 16                                   |  | BUILDING MAINTENANCE/IMPROVEMENTS                | \$20,000.00 F |
| DPW                                  |  |  |               |
| 17                                   |  | ONE TON DUMP                                     | \$60,000.00 F |
| 18                                   |  | ORDINARY ROAD M & R (NOT CHAP 90)                | \$20,000.00 T |
| 19                                   |  | STORM DRAIN UPGRADE/IMPROVEMENT/REPLACEMENT      | \$40,000.00 F |
| 20                                   |  | MOWER REPLACEMENTS ( 2 mowers)                   | \$20,000.00 F |
| POLICE                               |  |  |               |
| 21                                   |  | DEFIBRILATORS REPLACEMENT                        | \$5,000.00 F  |
| 22                                   |  | BULLET PROOF VEST REPLACEMENT (ALL)              | \$20,000.00 F |
| 23                                   |  | NEW SPEED TRAILER                                | \$8,000.00 F  |
| 24                                   |  | RADAR EQUIPMENT UPGRADE/REPLACEMENT              | \$6,000.00 F  |
| FIRE (EQUIP)                         |  |  |               |
| 25                                   |  | UPGRADE AIR PACKS - 4.5L                         | \$18,000.00 A |
| 26                                   |  | COMPUTER SOFTWARE ENHANCEMENTS                   | \$20,000.00 A |
| 27                                   |  | SPECIALTY GEAR, TURNOUT SUITS, SURVIVAL SU       | \$15,000.00 A |
| 28                                   |  | RADIO REPLACEMENT/UPGRADES                       | \$10,000.00 A |
| 29                                   | FRESH WATER/POND STUDIES - REMEDIATION |  | \$50,000.00 F |
| TOTAL                                |  |  | \$496,700.00  |
| TOTAL CAPITAL FUNDS NEEDED BY SOURCE |  |  |               |
| F = FREE CASH                        |  |  | \$378,700.00  |
| A = AMBULANCE RECEIPTS               |  |  | \$93,000.00   |
| T = TAX LEVY                         |  |  | \$20,000.00   |
| CT=CABLE TV REVENUE                  |  |  | \$5,000.00    |
| TOTAL                                |  |  | \$496,700.00  |

#### ARTICLE 14

To see if the Town will, in accordance with Chapter 6-6 of the Eastham Home Rule Charter, vote to accept the Capital Improvement Plan for FY16-FY20 as printed below; or take any action relative thereto.

By Board of Selectmen

#### Summary:

This is the five-year capital plan, which lists all anticipated capital expenditures for equipment, supplies, and projects, including engineering and planning studies. Items on the list are a minimum of \$1,000. This listing is a planning tool to focus attention on needed expenditures for the upcoming years. The benefit of the plan is that the town is able to anticipate large expenditures, and appropriately schedule bond issues, and debt repayments in a manner that supports a stable tax rate while ensuring that capital equipment is acquired in a timely manner and that structures are well maintained. This article, as planning tool, does not require any funding. When items are scheduled for funding, they are moved to the capital acquisition article included in each Annual Town Meeting warrant.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

*(Majority vote required)*

# FIVE YEAR CAPITAL PLAN FY16 - FY20

| ITEM DEPARTMENT | ITEM  | FY16           | FY17              | FY18           | FY19              | FY20          |
|-----------------|---|----------------|-------------------|----------------|-------------------|---------------|
| 1               | DATA PROCESSING                                   |                |                   |                |                   |               |
|                 | COMPUTER HARDWARE/SPECIALIZED SOFTWARE            | \$25,000.00 F  | \$25,000.00 F     | \$20,000.00 F  | \$20,000.00 F     | \$25,000.00 F |
|                 | SERVER UPGRADES/REPLACEMENTS                      |                | \$12,000.00 F     | \$12,000.00 F  |                   |               |
|                 | FIBER OPTIC CABLE/FIBER CABLE CONNECTION          |                |                   |                |                   |               |
|                 | VIDEO EQUIPMENT UPGRADES/DIGITAL CAMERAS          |                | \$3,000.00 CT     |                | \$5,000.00 CT     |               |
| 4               | UPGRADE TELEPHONE SYSTEM - ALL BLDGS (VOIP)       |                | \$10,000.00 F     |                |                   |               |
|                 | FIRE  |                |                   |                |                   |               |
|                 | POLICE  |                |                   |                |                   |               |
|                 | NATURAL RESOURCES/DPW                             |                |                   |                |                   |               |
|                 | LIBRARY   | \$5,000.00 F   |                   |                |                   |               |
| 6               | REPLACE PLOTTERS/SCANNERS                         |                |                   | \$8,000.00 F   |                   |               |
|                 | MOBILE COMPUTING & TABLET ACQUISITION/REPLACEMENT | \$2,000.00 F   |                   | \$3,000.00 F   |                   |               |
|                 | SOFTWARE UPGRADES (OPERATING SYSTEMS)             | \$20,000.00 F  |                   |                | \$3,000.00 F      |               |
|                 | GIS FLYOVER/DATA COLLECTION AND ORTHO PHOTOS      |                |                   |                |                   | \$50,000.00 F |
|                 |   | \$47,000.00    | \$47,000.00       | \$43,000.00    | \$48,000.00       | \$75,000.00   |
| SUB-TOTAL       |   |                |                   |                |                   |               |
| ECONOMICLEASE   |   |                |                   |                |                   |               |
| 10              | VAN REPLACEMENT                                   |                | \$25,000.00 F/HST |                | \$25,000.00 F/HST |               |
|                 |   | 0.00           | 25,000.00         | 0.00           | 25,000.00         | 0.00          |
| SUB-TOTAL       |   |                |                   |                |                   |               |
| 11              | ASSESSING/INSPECTING                              |                |                   |                |                   |               |
|                 | DATA COLLECTOR PLANNER/INSPECTOR VEHICLE          |                | \$3,000.00 F      |                |                   | \$4,000.00 F  |
| SUB-TOTAL       |   |                |                   |                |                   |               |
| 13              | NATURAL RESOURCES                                 |                |                   |                |                   |               |
|                 | 4x4 PICK UP TRUCK                                 | \$0.00         | \$3,000.00        | \$0.00         | \$0.00            | \$4,000.00    |
|                 | 4x4 PICK UP TRUCK                                 | \$15,000.00 F  | \$15,000.00 F     | \$15,000.00 F  | \$15,000.00 F     | \$15,000.00 F |
|                 | SAND DRIFT FENCE - VARIOUS LOCATIONS              | \$13,000.00 F  | \$13,000.00 F     | \$13,000.00 F  |                   |               |
|                 | BOAT MOTOR 130HP/500IP                            | \$10,000.00 F  |                   |                |                   |               |
|                 | EQUIPMENT CHAINSAWS/SHRUB WASHER                  | \$1,800.00 F   |                   | \$15,000.00 F  |                   |               |
|                 | HERRING RUN GATE REPLACEMENTS                     |                | \$4,000.00 F      |                |                   |               |
|                 | PORTABLE OPS                                      |                | \$2,500.00 F      |                |                   |               |
|                 | EQUIPMENT TRAILER REPLACEMENT                     |                |                   |                |                   | \$7,500.00 F  |
|                 |   |                |                   |                |                   |               |
|                 |   |                |                   |                |                   |               |
|                 |   |                |                   |                |                   |               |
|                 |   |                |                   |                |                   |               |
| SUB-TOTAL       |   |                |                   |                |                   |               |
| 14              | HARBOR IMP.                                       |                |                   |                |                   |               |
|                 | DREDGE ROCK HARBOR DOCK WALKWAY IMPROVEMENTS      | \$25,800.00    | \$41,500.00       | \$46,000.00    | \$28,000.00       | \$22,500.00   |
| 21              |   |                |                   |                |                   |               |
|                 |   | \$15,000.00 EX | \$5,000.00 EX     | \$25,000.00 EX | \$5,000.00 EX     | \$5,000.00 EX |
| SUB-TOTAL       |   |                |                   |                |                   |               |
| 22              | MUNICIPAL BUILDINGS EQUIPMENT                     |                |                   |                |                   |               |
|                 | VACUUM/CARPET CLEANERS/ LADDERS                   | \$15,000.00    | \$5,000.00        | \$25,000.00    | \$5,000.00        | \$5,000.00    |
|                 | VAN REPLACEMENT                                   |                | \$2,000.00 F      |                | \$2,000.00 F      |               |
|                 | COPIER/POSTAGE METER                              |                | \$25,000.00 F     |                |                   | \$25,000.00 F |
|                 | FLOOR MACHINE/SNOW BLOWER                         | \$1,400.00 F   |                   | \$1,400.00 F   |                   |               |
|                 | ENERGY EFFICIENCY ENHANCEMENTS                    | \$25,000.00 F  |                   |                |                   |               |
|                 |   |                |                   |                |                   |               |
| SUB-TOTAL       |   |                |                   |                |                   |               |
| 25              |   |                |                   |                |                   |               |
|                 |   | \$26,400.00    | \$27,000.00       | \$1,400.00     | \$17,000.00       | \$25,000.00   |
| 26              |   | 1 O.           |                   |                |                   |               |
|                 |   |                |                   |                |                   |               |











#### ARTICLE 15

To see if the Town will vote to transfer and appropriate a sum of money to various accounts for meeting the remaining expenses for Fiscal Year 2014; or take any action relative thereto.

By Board of Selectmen

#### Summary:

This article transfers will cover any account shortfalls. With the exception of Sanitation for water testing and contamination mitigation measures, and Snow and Ice, there are no known shortfalls as of the printing of this warrant.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting

FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

*(Majority vote required)*

#### ARTICLE 16

To see if the Town will vote to raise and appropriate \$89,000 to be set aside for the settlement of pending collective bargaining agreements between the Town and Employees Unions and Employees covered by the Personnel Bylaw, covering the period of July 1, 2014 through June 30, 2017; or take any action relative thereto.

By Board of Selectmen

#### Summary:

The Town is currently engaged in contract negotiations with all of the unionized employees and considering salary and benefits for non-unionized employees. This sum of money will be used to settle all of these outstanding adjustments for the certain sum not to be exceeded above. In other years when negotiations are incomplete, we have appropriated a general sum of money like this. The appropriated sum has never, and will not now, be exceeded when settling these outstanding contracts.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0-1

*(Majority vote required)*

#### ARTICLE 17

To see if the town will vote to borrow a sum of money for the purposes of engineering, design, dredging and material disposal, for Rock Harbor to be expended in conjunction with the Town of Orleans, and further, that this appropriation shall be contingent upon the passage of a debt exclusion under General Law Chapter 59, Section 21C (Proposition 2 1/2, so called); or take any action relative thereto.

By Board of Selectmen

#### Summary:

The project includes maintenance dredging of 38,600 cubic yards of sand and silt from Rock Harbor in the fall of 2014. Dredging is required every 8 to 10 years to maintain navigability and to allow vessels to be moved if there is a fire at low tide. This is a joint project with the Town of Orleans. Each town is responsible for the costs of dredging its part of Rock Harbor. The dredge project will be undertaken by a contractor and / or the County dredge and may include hydraulic and / or mechanical dredging with dewatering offshore or at an upland site. Dredge materials will be disposed in Cape Cod Bay with the possible separation of sand to nourish beaches or the intertidal zone as determined by permit.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

*(2/3rds Majority vote required)*

**ESTIMATE OF ANNUAL COST OF DEBT FOR TWENTY YEAR BORROWING  
ROCK HARBOR DREDGING EASTHAM SHARE**

| FISCAL            |      | PRINCIPAL           | INTEREST            | GROSS               | TAX                | COST            |
|-------------------|------|---------------------|---------------------|---------------------|--------------------|-----------------|
| YEAR              | YEAR |                     |                     |                     | IMPACT PER \$1,000 | \$400,000 HOUSE |
| 17                | 1    | \$35,000.00         | \$14,000.00         | \$49,000.00         | \$0.02             | \$7.02          |
| 18                | 2    | \$35,000.00         | \$13,300.00         | \$48,300.00         | \$0.02             | \$6.75          |
| 19                | 3    | \$35,000.00         | \$12,600.00         | \$47,600.00         | \$0.02             | \$6.46          |
| 20                | 4    | \$35,000.00         | \$11,900.00         | \$46,900.00         | \$0.02             | \$6.30          |
| 21                | 5    | \$35,000.00         | \$11,200.00         | \$46,200.00         | \$0.02             | \$6.09          |
| 22                | 6    | \$35,000.00         | \$10,500.00         | \$45,500.00         | \$0.01             | \$5.88          |
| 23                | 7    | \$35,000.00         | \$9,800.00          | \$44,800.00         | \$0.01             | \$5.67          |
| 24                | 8    | \$35,000.00         | \$9,100.00          | \$44,100.00         | \$0.01             | \$5.48          |
| 25                | 9    | \$35,000.00         | \$8,400.00          | \$43,400.00         | \$0.01             | \$5.28          |
| 26                | 10   | \$35,000.00         | \$7,700.00          | \$42,700.00         | \$0.01             | \$5.10          |
| 27                | 11   | \$35,000.00         | \$7,000.00          | \$42,000.00         | \$0.01             | \$4.91          |
| 28                | 12   | \$35,000.00         | \$6,300.00          | \$41,300.00         | \$0.01             | \$4.74          |
| 29                | 13   | \$35,000.00         | \$5,600.00          | \$40,600.00         | \$0.01             | \$4.57          |
| 30                | 14   | \$35,000.00         | \$4,900.00          | \$39,900.00         | \$0.01             | \$4.40          |
| 31                | 15   | \$35,000.00         | \$4,200.00          | \$39,200.00         | \$0.01             | \$4.24          |
| 32                | 16   | \$35,000.00         | \$3,500.00          | \$38,500.00         | \$0.01             | \$4.08          |
| 33                | 17   | \$35,000.00         | \$2,800.00          | \$37,800.00         | \$0.01             | \$3.93          |
| 34                | 18   | \$35,000.00         | \$2,100.00          | \$37,100.00         | \$0.01             | \$3.78          |
| 35                | 19   | \$35,000.00         | \$1,400.00          | \$36,400.00         | \$0.01             | \$3.64          |
| 36                | 20   | \$35,000.00         | \$700.00            | \$35,700.00         | \$0.01             | \$3.50          |
|                   |      | <b>\$700,000.00</b> | <b>\$147,000.00</b> | <b>\$847,000.00</b> |                    | <b>\$101.82</b> |
| TOTAL LOAN AMOUNT |      |                     |                     | <b>\$700,000.00</b> |                    |                 |
| INTEREST RATE     |      |                     |                     | <b>2.00%</b>        |                    |                 |

**ARTICLE 18**

To see if the town will vote to authorize the Board of Selectmen to petition the Great and General Court to approve a Home Rule Petition generally stated as follows, provided, however, that the General court to make clerical or editorial changes of form only to the Bill, unless the Board of Selectmen approves amendments to the Bill before enactments by the General Court, and to authorize the Board of Selectmen to approve amendments which shall be within the scope of the general public's objectives of this petition:

An Act authorizing the town of Eastham to apply the local option room occupancy excise to all seasonal rental properties in the town. Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. Notwithstanding the provisions of any general or special law to the contrary, in addition to the authority to impose a local excise tax upon any transfer of occupancy of any room or rooms as may be set forth in and authorized by Chapter 64G Section 3A of the Massachusetts General Laws or other law, as the same may be amended from time to time, the town of Eastham shall, commencing on the first day of January that begins after the effective date of this Act, be authorized to impose a localexcise tax upon the transfer of occupancy of any room in a seasonal rental property or other transient accommodations (rentals for ninety (90) days or less) located within said town by any operator at the rate of four (4) percent of the total amount of rent of each such occupancy.

SECTION 2. For the purposes of this chapter, all terms used herein shall, unless the context requires otherwise, have the same meanings as set forth in G.L. c64G Section 1 of the Massachusetts General Laws; or take any action relative thereto.

By Board of Selectmen

**Summary:**

The rooms' tax currently applies to rental accommodation in motels, hotels, and guesthouses with three or more rooms to let. Single-family homes and condominiums, which are an ever-increasing share of the vacation rental market, do not pay this tax. The result is an advantage to these private rentals. These visitors however, still draw heavily on seasonal services, as do visitors in other types of accommodation. This article, if passed, will allow the town, along with some others on the Cape who are seeking similar permission, to petition the legislature to pass a local law that will allow the town to institute and collect this tax. The town currently has on record more than 1200 rental units. The majority of these are short-term seasonal rentals. The estimate of potential revenue assuming ten (10) weeks occupancy at an average rent of \$2,000 per week is between \$500,000 and \$800,000. Rental periods of more than 90 days would not be taxed, thus preserving the rental market and the affordable year round residential rental market.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

*(Majority vote required)*

## **ARTICLE 19**

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$106,877** for Eastham's share of capital improvements and equipment replacement expenses including but not limited to, technology upgrades at the middle and high school, replace fitness equipment at high school flooring replacements, door and window repairs and upgrades, interior and exterior painting, and as detailed below and shown on the multi-year capital improvement plan for the Nauset District; or take any action relative thereto.

By Nauset Regional School Committee

**Summary:**

### **MIDDLE SCHOOL**

1. **Technology - \$50,000.** Funds will be utilized to replace outdated technology equipment including Twenty-six (26) computers in E 105 Lab and twenty-six (26) computers in B 204 Lab. In addition, two (2) interactive white boards, ten (10) printers and several teacher/classroom computers will also be purchased
2. **Renovate Art Room - \$17,000.** Funds will be used to make small repairs to one art room including wall repairs and replacement of some cabinetry and furniture.
3. **Inadequate Drainage Study - \$15,000.** Funds will be used to support an engineering study of the Middle School grounds where some areas currently flood during rainstorms.
4. **Flooring— \$50,000.** Funds will be used to continue replacement of worn and damaged flooring (carpet, VCT tiles and epoxy) at the Middle School in areas in the lower level of building A and lower level of building B the 8<sup>th</sup> grade hallway.
5. **General Repairs - \$25,000.** Funds will be used for painting and to support any unforeseen repairs and or extraordinary maintenance needs pertaining to the building infrastructure such as electrical, plumbing, exterior envelope, and HVAC.

## HIGH SCHOOL

6. **Technology--\$60,000.** Funds will be utilized to replace outdated technology equipment including twenty-six (26) throughout PC's or laptops across the campus and twenty-six (26) computers for the science tech lab. In addition, twenty (20) printers will be replaced.
7. **Renovate Restrooms - \$30,000.** Funds will be used to make various repairs to (replacement of bathroom partitions, replacement of lighting, and replacement of flooring) in building B, boys' locker room, and building N girls' bathroom.
8. **Renovation of Courtyard Concrete - \$68,000.** Funds will be used to support the replacement of sections of the courtyard areas of the High School. Particular emphasis will be on repair of stairs, uneven surfaces, and tunnel reinforcement. These funds will supplement funds already allocated for this project.
9. **General Repairs - \$16,798.** Funds will be used to support any unforeseen repairs and or extraordinary maintenance needs pertaining to the building infrastructure such as electrical, plumbing, exterior envelope, and HVAC.
10. **Replacement of Locker Benches - \$8,202.** Funds will be used to replace damaged or broken benches in the boys or girls locker rooms.
11. **Replacement of Fitness Equipment - \$72,000.** Funds will be used to replace various pieces of equipment including treadmills, elliptical machines, incline cross trainers and stationary bikes in the Fitness Room at the High School. The original, donated equipment is old and damaged and in need of replacement due to wear and tear.
12. **Renovate Cafeteria / Purchase Equipment - \$45,000.** Funds will be used to continue renovation of the cafeteria as well as to purchase various pieces of kitchen equipment, which is failing and in need of replacement including convection ovens, stove, walk in cooler, steamer combination ovens, freezer parts, and serving equipment.

## CENTRAL OFFICE

1. **General Repairs - \$3,475.** Funds will be used for general interior or exterior repairs to systems at the central office building.
2. **Flooring Replacement - \$5,000.** Funds will be used to complete the re-carpeting project at the central office. Existing carpets are badly worn and are beginning to tear.
3. **Technology Upgrades - \$5,000.** Funds will be used to replace technology infrastructure such as the file server and related switches and routers.

The total cost of all of the above projects is \$470,475. The article amount is Eastham's share.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting

FINANCE COMMITTEE RECOMMENDATION: 0-5

*(Majority vote required)*

## ARTICLE 20

To see if the town will vote to amend the town of Eastham, Zoning By-Law -- Section IV Flood Plain Zoning as follows:

Replace Zoning By-Law Section IV A in its entirety:

- A. The installation of underground systems for the storage of petroleum products (including but not limited to oil, gasoline, kerosene, and any hazardous materials) shall be prohibited in the 100 year flood plain (Zones A, AE, and VE on the Flood Insurance Rate Maps prepared by the

Federal Emergency Management Agency for the Town of Eastham). Storage system shall mean storage tank and all supply lines between storage tank and burner. Underground shall mean under the surface of the earth or under pavement, including cement floors of cellars or basements. Storage systems may be located in basements or cellars provided they are on or above the paved floor of the cellar or basement.

by adding a new Section IV, E that reads as follows:

E. In Zones A and AE, along watercourses that have not had a regulatory floodway designated, the best available Federal, State, local, or other floodway data shall be used to prohibit encroachments in floodways which would result in any increase in flood levels within the community during the occurrence of the base flood discharge.

And further to delete in its entirety Section A of Article II and replace it with the following:

ARTICLE II. -- FLOODPLAIN DISTRICT BOUNDARIES AND BASE FLOOD ELEVATION DATA

SECTION A. -- FLOODPLAIN DISTRICT BOUNDARIES AND BASE FLOOD ELEVATION DATA

The Floodplain District is herein established as an overlay district. The District includes all special flood hazard areas within the Town of Eastham designated as Zone A, AE, or VE on the Barnstable County Flood Insurance Rate Map (FIRM) issued by the Federal Emergency Management Agency (FEMA) for the administration of the National Flood Insurance Program. The map panels of the Barnstable County FIRM that are wholly or partially within the Town of Eastham panel numbers 25001C0244J, 25001C0263J, 25001C0264J, 25001C0407J, 25001C0409J, 25001C0417J, 25001C0426J, 25001C0427J, 25001C0428J, 25001C0429J, 25001C0433J, 25001C0436J, 25001C0437J, and 25001C0441J dated July 16, 2014. The exact boundaries of the District may be defined by the 100-year base flood elevations shown on the FIRM and further defined by the Barnstable County Flood Insurance Study (FIS) report dated July 16, 2014. The FIRM and FIS report are incorporated herein by reference and are on file with the Town Clerk, Planning Board, Building Official, and Conservation Commission.

And further to replace Article III Use Regulation #2, and #3 with the following:

2. Prohibit man-made alteration of sand dunes and salt marshes within Zone VE, which would increase potential flood damage.
3. Provide that all new construction within Zone VE be located landward of the reach of mean high tide.

And further to amend the Article V = Definitions by striking out the words ~~ZONE V-430~~ so that the definition reads as follows:

ZONE VE (for new and revised maps) -- means a special flood hazard area along a coast subject to inundation by the 100-year flood with additional hazards due to velocity (wave action). Base flood elevations have been determined.

or take any action relative thereto.

By Planning Board/Board of Selectmen

Summary:

In order for property owners to be eligible for flood insurance coverage under the National Flood Insurance Program, the town is required, prior to July 16, 2014, to amend Section IV of the Eastham Zoning By-Law to adopt new flood zone maps issued by the Federal Emergency Management Agency (FEMA).

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE: RECOMMENDATION: 5-0

PLANNING BOARD RECOMMENDATION: 7-0

*(2/3rds vote required)*

**ARTICLE 21**

To see if the town will vote to amend the Eastham Zoning By-law Section XVIII, by deleting it in its entirety and replacing it with the following; or take any action relative thereto.

**SECTION XVIII – TOWN OF EASTHAM – SIGN CODE**

**SECTION I – PURPOSE**

This By-law is adopted for the regulation of non-governmental and non-political signs, displays, and other advertising devices within the Town of Eastham and is intended to protect public safety by regulating the setback, size and manner of display of any sign to serve the interest of the general public by preserving or enhancing the natural setting and architectural expression which characterizes the community.

**SECTION II – DEFINITIONS**

As used in this document, the following terms shall have the meanings indicated.

**BANNER** -- A temporary, flexible one- or two-sided sign, generally made of vinyl or fabric, and designed to be hung.

**BUILDING SIGN** -- A permanent sign attached to a building or roof.

**CONTRACTOR SIGN** -- A temporary sign displayed during the active construction located on-site indicating construction industry-related businesses, including but not limited to a trade, professional or service provider.

**DEVELOPER'S SUBDIVISION SIGN** -- A temporary sign displayed while lots are for sale showing the lot plan of a subdivision.

**EVENT**-- Any gathering of a designated and limited duration for economic, political, recreational, historical, celebratory, or other purposes.

**FLAG, COMMERCIAL** -- A flexible one or two-sided sign attached to a vertical pole, which announces or advertises a business, service, product, or event.

**HOME OCCUPATION SIGN** -- A permanent residential sign advertising a business lawfully operated from a residence by one or more of its residents.

**ILLUMINATED SIGN**-- A sign illuminated by a light source(s) external or internal to the sign's surfaces.

**INFORMATIONAL SIGN** -- A non-commercial sign not to exceed 2 square feet including but not limited to those offering safety, instructional and public awareness, including, but not limited to, signs with the following or similar messages: Open, Closed, Hours of Operation, Right Turn Only, No Parking, Employee Entrance, Exit, and One-Way.

**LADDER SIGN**-- A freestanding ground-mounted sign not affixed to any building but constructed in a permanently fixed location on the ground with its own support structure, including pole signs, monument signs and freestanding menu sign, which may contain with two or more crosspieces servicing as individual signs, attached in a ladder style supported by a backboard, frame or post.

**NAME SIGN** -- A sign that is limited to identification of the resident or occupant of a dwelling or the name of the dwelling.

**PERMANENT SIGN** -- All signs other than temporary signs.

**PROPERTY IDENTIFICATION SIGN** -- A permanent sign displaying only the name of the business or commercial development.

**REAL ESTATE SIGN** -- A temporary sign that advertises the sale, lease, year-round or seasonal rental of real property erected by a property owner or licensed Real Estate Broker.

**SANDWICH BOARD SIGN** -- A self-supporting, temporary double-sided sign consisting of two panels that are not parallel but which are connected along one edge and separated along the opposite edge.

**SIGN** -- An advertising device or insignia, whether lighted or not, free standing or attached to or painted on a structure or other object, designed to identify items for sale, or to advertise a principal use or activity for the property, and used to attract attention to a commercial activity.

**FREE STANDING SIGN** -- A sign that is supported by one (1) or more uprights or braces that are in or upon the ground, and fully support the sign.

**STREET SIGN** -- A sign identifying the name of a private or public way.

**SUBDIVISION NAME SIGN** -- A sign identifying only the name of a residential subdivision or development.

**TEMPORARY SIGN** -- A sign meant to be used for a limited period of time or conveying information concerning an event of limited duration.

**WINDOW SIGN** -- A sign placed on or inside or enclosed within a window or door facing the exterior of the building and visible from the exterior, if limited to no more than 30% of the glass area within the frame of display.

**YARD SALE SIGN** -- A temporary sign for occasional sales from a residential property, including, but not limited to, estate and garage sales, held in a residential neighborhood in compliance with town bylaws and regulations.

### SECTION III – ADMINISTRATION

**SIGN REGISTRATION** -- All signs lawfully in existence on the effective date of this bylaw, regardless of permit status, must register with the Inspector of Buildings on or before January 1 of the subsequent year.

**A. NON-CONFORMING SIGNS** -- It is the intent of this code to allow all previously permitted signs to remain after the adoption of this code. The sign owner will need to submit documentation to substantiate the claim that the existing sign was legally permitted. Several options are available to accomplish this:

1. Provide a copy of the original permit, or
2. Provide vintage photos depicting the sign with some verification as to the date when the photo was taken and evidence that the sign was in conformance with the sign code at that time, or
3. Provide a sworn and notarized affidavit noting as many of the following as possible:
  - The date the owner believes the sign was erected
  - The dimensions of the sign
  - Purchase receipt from the sign manufacturer
  - Current picture of the sign
  - Approximate sign dimensions and location shown on a copy of the Town Tax Map
  - Copy of any previous correspondence from the Town of Eastham relative to the sign
4. In the event that the sign only exceeds the maximum allowable square footage as shown in the tables, and in the event that no proof exists to allow the non-conformity to continue, the following options are available:
  - Decrease size of the sign to conform, or
  - Have the Building Inspector deny the application and proceed to the Zoning Board of Appeals for a variance, or
  - For the case of an owner with multiple signs, remove one or more of the signs in order to gain compliance with the code.

- A. APPLICATION PROCESS** -- Application for a permit for a display or sign shall be submitted to the Building Department, on the form provided by the Building Inspector, together with the required fee, and shall be accompanied by a sketch and/or photograph showing the material, design and size, type of lettering, colors, and illumination. The exact location of the sign or display shall be indicated on a plot plan. The written permission of the landowner, if other than the applicant, shall accompany the application, and written permission of any successor owner shall be filed with the Building Department forthwith following any change in ownership.
- B. APPROVAL OF PERMIT** -- Upon receipt of an application, the Building Inspector shall review the application and may issue or deny a permit in accordance with this Bylaw.
- C. RECORD KEEPING** -- All permits and records of existing signs and displays shall be maintained as public records by the Building Department and shall be available for public inspection during normal business hours.



## SECTION IV – GENERAL REGULATIONS

- A. SIGN MAINTENANCE AND CONFORMANCE – Any sign, whether authorized by permit or exempt pursuant to Section III. A or B above, shall be kept clean, neatly painted and free from all hazards.
- B. SAFETY AND LOCATION STANDARDS FOR SIGNS – No sign, whether new or existing, shall be permitted or maintained, which, in the opinion of the Inspector of Buildings, causes a sight, traffic, health or welfare hazard or results in a nuisance due to its illumination, placement, display, or manner of construction. All components of the signs must be set back a minimum of two feet setback from any property line.
- C. EXTERIOR DISPLAY - Exterior display of devices or objects for sale or for the promotion of the business other than during business hours is prohibited, unless authorized by a Site Plan Special Permit from the Planning Board pursuant to Section XIII. Exterior display limited to business hours shall not require a Site Plan Special Permit.

All exterior display must comply with the following standards:

- 1) Setback: Merchandise and other items shall be placed a minimum of 15 feet from all property lines.
  - 2) Height: No element of an exterior display shall exceed six (6) feet in height.
  - 3) Internal Placement: No element of an exterior display shall be placed so as to obstruct safe entry, egress or sight lines to, from or within the property, nor obstruct the flow of vehicular or pedestrian traffic within or adjacent to the property.
  - 4) Displays shall not be placed in any area of required parking or landscaping or be arranged to reduce the availability of or access to any required parking space or cause damage to any required landscaping area.
- D. PERMANENT SIGN – Signs must be supported by a frame or post erected for that purpose, and such supports shall not be included in the calculation of the maximum total square footage for a permanent sign.
- E. ADVERTISING FLAGS – Permanent advertising flags will be considered signs and will be included when calculating the total square footage of signage permitted within a given district.
- F. STREET SIGNS – Private street name signs shall be placed in a position clearly visible from the intersecting street and in a position that will not interfere with traffic. The size and location of the street sign shall be approved by the Department of Public Works, and comply with the Mass Highway Standards Manual.
- G. LADDER SIGNS – Regardless of the number of names on the sign, the sign shall be considered as one sign. Ladder signs shall comply with the size regulations for the zoning district in which the sign is erected.
- H. TEMPORARY NON-COMMERCIAL SIGNS – Temporary signs and banners advertising upcoming public events of a civic, philanthropic, educational, charitable or religious nature, or events of a not for profit nature are allowed in all districts, subject to compliance with the following standards:

1. The organization or individual must obtain a temporary sign permit from the Building Department.
  2. The organization or individual must have written permission of the owner of the land on which the sign or banner is to be placed, and, in the case of such sign on Town-owned land, permission must be obtained from the Board of Selectmen.
  3. Ground-mounted signs may not exceed eight (8) square feet per side, excluding the supporting frame, with the overall height not to exceed five (5) feet. Banners, no matter how hung, may not exceed three (3) feet in height or ten (10) feet in width.
  4. Signs and banners shall not be displayed earlier than ten (10) days prior to the event and shall be removed no later than twenty-four (24) hours after the event has occurred, except this time period for removal may be extended to forty-eight (48) hours if the day following an event is Sunday or a holiday.
  5. No more than two (2) signs and/or banners advertising the same public event shall be allowed throughout the Town, unless permitted after a hearing before the Planning Board.
  6. No more than six (6) Temporary Event signs per year are allowed per organization unless permitted by the Board of Selectmen.
- I. REAL ESTATE SIGNS, BUILDING AND PROPERTY RENTAL SIGNS, AND CONTRACTOR SIGNS – The following conditions shall apply:
1. Dimensions are limited to eight (8) SF maximum, per side.
  2. Signs, offering properties for rent or sale, must only be displayed on the actual individual lot.
  3. No more than one (1) real estate sign per house or lot that is for sale.
  4. Only freestanding signs shall be permitted.
  5. “Open house” signs may be placed at major intersections and on the property for sale and shall be removed at the end of each day.
  6. All real estate signs, including “Sold” signs, shall be removed within twenty-four (24) hours after conveyance of the property.
  7. Contractor signs shall be removed within twenty-four (24) hours of completion of work or issuance of a Certificate of Occupancy.

LIGHTING – All lighting and related fixtures, regardless of their intended use or mounting configuration, shall be fully shielded and directed only at the sign(s). Signs may be up-lit to a limited extent, provided, however, no glare or light trespass is thereby caused.

## SECTION V – PROHIBITIONS

The following shall be prohibited:

- A. Any sign affixed to a utility pole, to a tree or other natural feature.
- B. Illuminated signs that, in the opinion of the Building Inspector, will distract or conflict with the ability to see traffic lights or cause hazardous conditions.
- C. Flashing, rotating, oscillating signs, or signs with electronically controlled, changing messages or displays.
- D. Signs or banners placed upon sidewalks if they obscure the visibility of vehicular traffic or interfere with pedestrian traffic.
- E. Human signs or people carrying or wearing signs.
- F. Any other sign or display not expressly permitted is prohibited under this By-law.

## SECTION VII – TABLE OF ALLOWED SIGNS BY DISTRICT

### District A Residential One and Two Family Dwellings

|     | <u><b>TYPE OF<br/>SIGN</b></u> | <u><b>SIZE<br/>(MAXIMUM)</b></u> | <u><b>DURATION</b></u> | <u><b>COMMENTS</b></u>                                 |
|-----|--------------------------------|----------------------------------|------------------------|--|
| A-1 | Ladder Sign                    | 3' W x 8' H per side             | Permanent              | At each street corner listing residents                |
| A-2 | Home Occupation Sign           | 2 SF per side                    | Permanent              | Must be erected on owners property                     |
| A-3 | Developer's Subdivision Sign   | 24 SF one side                   | Temporary              | Until developer's lots are sold; not more than 2 years |
| A-4 | Subdivision Name Sign          | 24 SF per side                   | Permanent              | Maximum 5' tall  |
| A-5 | Residential Name Sign          | 4 SF per side                    | Permanent              | Does not require a permit; 1 or 2 sided                |

### District B Marina Related

|     | <u><b>TYPE OF<br/>SIGN</b></u>                                | <u><b>SIZE<br/>(MAXIMUM)</b></u> | <u><b>DURATION</b></u>         | <u><b>COMMENTS</b></u>  |
|-----|---|----------------------------------|--------------------------------|---|
| B-1 | Ladder Sign   | 3' W x 8' H per side             | Permanent                      | For multiple businesses at same location; may be 2-sided; property identification sign not larger than 6' x 2', per side; each business no more than 5 SF maximum per side; 2 signs allowed if frontage is greater than 250' or property is on a corner |
| B-2 | Sandwich Board Sign   | 30" W x 42" H per side           | Temporary May 15 to October 15 | With permit issued by Building Department   |
| B-3 | Free Standing Sign (only for a single business on a property) | 30 SF per side                   | Permanent                      | Two signs allowed if frontage is greater than 250' or property is on a corner   |

|     |               |                              |           |  |
|-----|---------------|------------------------------|-----------|--|
| B-4 | Building Sign | 24 SF per business; one side | Permanent | Each Business Unit is allowed 1 sign on building or roof |
|-----|---------------|------------------------------|-----------|--|

### **District C Industrial District**

|     | <u><b>TYPE OF SIGN</b></u>                                     | <u><b>SIZE (MAXIMUM)</b></u>                                       | <u><b>DURATION</b></u>         | <u><b>COMMENTS</b></u>   |
|-----|--|--|--------------------------------|--|
| C-1 | Ladder Sign  | 6' W x 10' H per side  | Permanent                      | For multiple businesses at same location; may be 2-sided; property identification sign not larger than 6' x 2', per side; each business no more than 5 SF maximum per side; 2 signs allowed if frontage is greater than 250' or property is on a corner. |
| C-2 | Developer's Subdivision Sign                                   | 24 SF one side   | Temporary                      | Until developer's lots are sold; not more than 2 years   |
| C-3 | Sandwich Board Sign  | 30" W x 42" H per side   | Temporary May 15 to October 15 | With permit issued by Building Department  |
| C-4 | Free Standing Signs (only for a single business on a property) | 50 SF per side, having a vertical dimension no higher than 10 feet | Permanent                      | Two signs allowed if frontage is greater than 250' or property is on a corner  |
| C-5 | Building Sign  | 24 SF per business; one side                                       | Permanent                      | Each Business Unit is allowed 1 sign on building or roof   |

### **District D Retail Sales and Service**

|     | <u><b>TYPE OF SIGN</b></u>                                     | <u><b>SIZE (MAXIMUM)</b></u>                                       | <u><b>DURATION</b></u>         | <u><b>COMMENTS</b></u>   |
|-----|--|--|--------------------------------|--|
| D-1 | Ladder Sign  | 6' W x 10' H per side  | Permanent                      | For multiple businesses at same location; may be 2-sided; property identification not larger than 6' x 2', per side; each business no more than 5 SF maximum per side; 2 signs allowed if frontage is greater than 250' or property is on a corner |
| D-2 | Home Occupation Sign   | 2 SF per side  | Permanent                      | Must be erected on owners property   |
| D-3 | Developer's Subdivision Sign                                   | 24 SF one side   | Temporary                      | Until developer's lots are sold; not more than 2 years   |
| D-4 | Residential Name Signs   | 4 SF per side  | Permanent                      | Does not require a permit, 1 or 2 sided  |
| D-5 | Sandwich Board Sign  | 30" W x 42" H per side   | Temporary May 15 to October 15 | With permit issued by Building Department  |
| D-6 | Sandwich Board Sign  | 30" W x 42" H per side   | Temporary October 16 to May 14 | One sign allowed per month for 2 weeks surrounding the event with permit issued by Building Department   |
| D-7 | Free Standing Signs (only for a single business on a property) | 60 SF per side, having a vertical dimension no higher than 10 feet | Permanent                      | Two signs allowed if frontage is greater than 250' or property is on a corner  |

|     |               |                              |           |  |
|-----|---------------|------------------------------|-----------|--|
| D-8 | Building Sign | 36 SF per business, one side | Permanent | Each business is allowed 1 or more signs on building, roof, and/or windows, not to exceed 36 SF. |
|-----|---------------|------------------------------|-----------|--|

### **District E Limited Business with Residential Areas**

|     | <u>TYPE OF SIGN</u>  | <u>SIZE (MAXIMUM)</u>  | <u>DURATION</u>                | <u>COMMENTS</u>   |
|-----|--|--|--------------------------------|---|
| E-1 | Ladder Sign  | 4' W x 10' H per side  | Permanent                      | For multiple businesses at same location; may be 2-sided; property identification sign not larger than 4' x 2', per side; each business no more than 4 SF maximum per side; 2 signs allowed if frontage is greater than 250' or property is on a corner |
| E-2 | Home Occupation Sign   | 2 SF per side  | Permanent                      | Must be erected on owners property  |
| E-3 | Subdivision Name Sign  | 24 SF per side   | Permanent                      | Maximum 5' tall   |
| E-4 | Developer's Subdivision Sign                                   | 12 SF one side   | Temporary                      | Until developer's lots are sold; not more than 2 years  |
| E-5 | Residential Name Signs   | 4 SF per side  | Permanent                      | Does not require a permit, 1 or 2 sided   |
| E-6 | Sandwich Board Sign  | 30" W x 42" H per side   | Temporary May 15 to October 15 | With permit issued by Building Department   |
| E-7 | Free Standing Signs (only for a single business on a property) | 50 SF per side, having a vertical dimension no higher than 10 feet | Permanent                      | Two signs allowed if frontage is greater than 250' or property is on a corner   |
| E-8 | Building Sign  | 24 SF per business; one side                                       | Permanent                      | Each business is allowed 1 or more signs on building, roof and/or windows, not to exceed a total of 24 SF.  |

### **District F Seashore District**

|     | <u>TYPE OF SIGN</u>    | <u>SIZE (MAXIMUM)</u> | <u>DURATION</u> | <u>COMMENTS</u>                         |
|-----|------------------------|-----------------------|-----------------|---|
| F-1 | Ladder Sign            | 3' W x 8' H per side  | Permanent       | At each street corner listing residents |
| F-2 | Home Occupation Sign   | 2 SF per side         | Permanent       | Must be erected on owners property      |
| F-3 | Residential Name Signs | 4 SF per side         | Permanent       | Does not require a permit; 1 or 2 sided |

### **District G Water Resource Protection District**

|     | <u>TYPE OF SIGN</u>   | <u>SIZE (MAXIMUM)</u> | <u>DURATION</u> | <u>COMMENTS</u>                         |
|-----|-----------------------|-----------------------|-----------------|---|
| G-1 | Ladder Sign           | 3' W x 8' H per side  | Permanent       | At each street corner listing residents |
| G-2 | Home Occupation Sign  | 2 SF per side         | Permanent       | Must be erected on owners property      |
| G-3 | Subdivision Name Sign | 24 SF per side        | Permanent       | Maximum 5' tall                         |

|     |                        |               |           |   |
|-----|------------------------|---------------|-----------|---|
| G-4 | Residential Name Signs | 4 SF per side | Permanent | Does not require a permit; 1 or 2 sided |
|-----|------------------------|---------------|-----------|---|

## District H Well field Protection District

|     | <u>TYPE OF SIGN</u>    | <u>SIZE (MAXIMUM)</u> | <u>DURATION</u> | <u>COMMENTS</u>                         |
|-----|------------------------|-----------------------|-----------------|---|
| H-1 | Ladder Sign            | 3' W x 8' H per side  | Permanent       | At each street corner listing residents |
| H-2 | Home Occupation Sign   | 2 SF per side         | Permanent       | Must be erected on owners property      |
| H-3 | Subdivision Name Sign  | 24 SF per side        | Permanent       | Maximum 5' tall                         |
| H-4 | Residential Name Signs | 4 SF per side         | Permanent       | Does not require a permit; 1 or 2 sided |

### Summary:

The Planning Board after getting input from the business community last year spent much of this fiscal year, evaluating the current sign code and developing the new code above. The revised code is intended to clarify signs by size, and design that can be displayed in the various district of the town. The code also provides for sign registration, and grandfathering protection for signs that may be in non-compliance after adoption of the new code. The sign code is part of the zoning bylaw and will require a 2/3<sup>rd</sup> vote for adoption.

BOARD OF SELECTMEN: 5-0

FINANCE COMMITTEE: 5-0

PLANNING BOARD: 7-0

(2/3<sup>rd</sup>s vote required)

## ARTICLE 22

To see if the Town will vote to adopt an amendment to the Town Zoning Bylaw in substantially the following form; or take any action relative thereto.

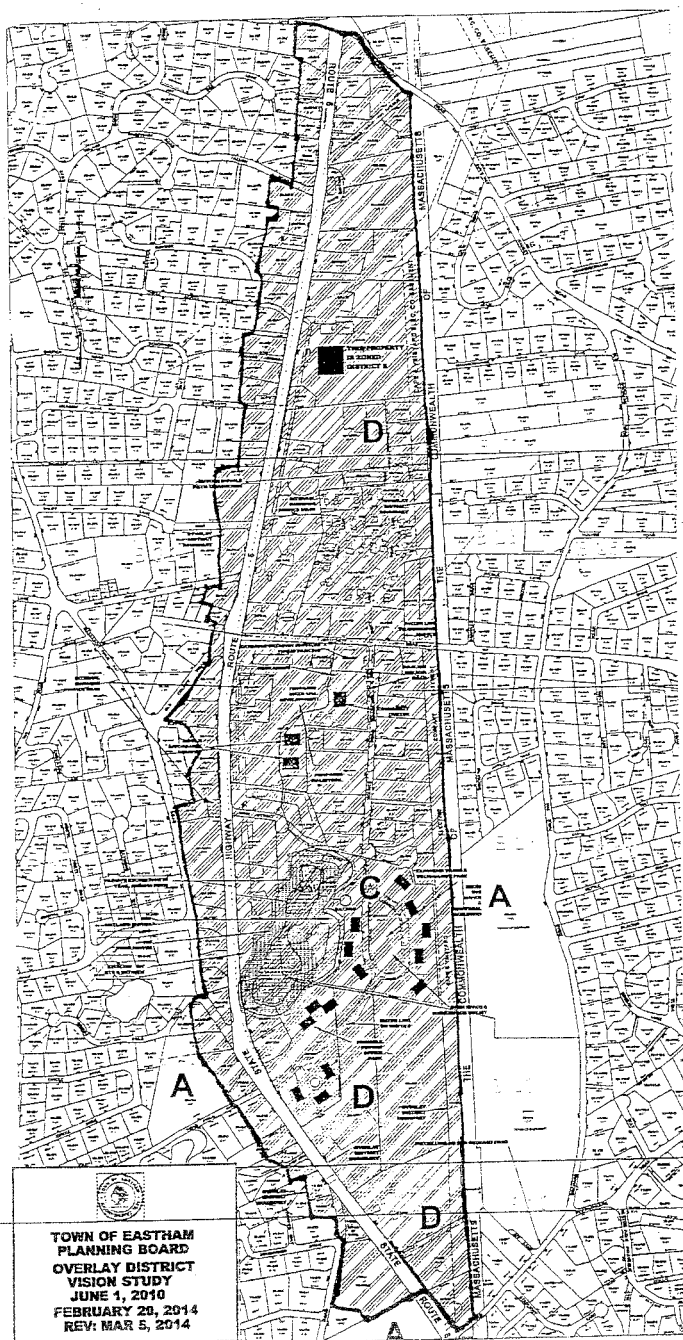
### **NORTH EASTHAM OVERLAY DISTRICT ZONING**

#### Location and Intent

In SECTION II - ZONING DISTRICTS, add the following location description as District I:

North Eastham Overlay District -- An area overlying Districts A, C and D and a portion of District E, available for optional village-style mixed-use development, and as shown on the map entitled, "Overlay District Vision Study" dated February 20, 2014, and Rev March 5, 2014 a copy of which is on file with the Town Clerk, and – to amend the Town of Eastham Zoning Map to add a new Overlay District entitled, "North Eastham Overlay District, as shown below:

(See General District Outline Map Facing Page)



further, to amend SECTION V – USES by adding the following text:

**NORTH EASTHAM OVERLAY DISTRICT I** – Those principal and accessory uses as allowed by right or by special permit as indicated in the Overlay District Table of Principal Uses and Table of Accessory Uses.

**Intent:** The intent of this overlay district is to encourage cohesive, village-style development in an appropriate area, by providing for optional additional uses, mixes of residential, commercial, public and institutional uses and for appropriate alternative dimensional standards by special permit, in addition to those of the underlying zoning districts, while also protecting the quality of life of the homeowners in this area. Where not expressly otherwise provided, however, that the use and dimensional requirements and restrictions of Districts A, C, D and E shall continue to apply within the areas of each underlying district as shown on the Town of Eastham Zoning Map and described in the Appendix to the Town of Eastham Zoning Bylaw entitled “Zoning District Boundaries”.

### **Definitions**

Amend SECTION III – DEFINITIONS by adding the following, to be inserted in alphabetical order:

**APARTMENT, MIXED-USE ACCESSORY** – A second dwelling unit located in a single-family residence, as allowed by special permit from the Planning Board, and subject to the requirements of Section VII ACCESSORY USES.

**ASSISTED LIVING RESIDENCE (ALR)** – A use allowed by special permit, consisting of a facility defined and certified under 651 CMR 12.02 et seq., which may be located on the same lot or abutting lots in common ownership with an Independent Living Facility, and which provides shelter and services to persons 55 years of age and older and other residents with disabilities requiring Personal Care Services, whether conducted for profit or not for profit, consistent with an approved Concept Plan and as authorized by a special permit based on the Concept Plan, if authorized by special permit, need not comply with the use restrictions or dimensional requirements generally applicable in the underlying zoning district(s), provided the facility meets all of the following criteria:

- (a) provides room and board to residents in need of support with one or more activities of daily life; and
- (b) provides, directly by its employees or through arrangements with another organization which the entity may or may not control or own, Personal Care Services as defined in for three or more adults who are not related by consanguinity or affinity to their care provider; and
- (c) collects payments or third party reimbursements from or on behalf of Residents to pay for the provision of assistance with the Activities of Daily Living, or arranges for the same.

**COMMON DRIVEWAY** — A form of access to the building site of a lot and to any occupied building on a lot, which is not itself a street but extends from a street and provides common vehicular access to more than one lot. For the purposes of calculating lot coverage, the common driveway's impervious surfaces shall be equally allocated among the lots served and/or benefited by the common driveway in proportion to the sizes of the lots.

**CONCEPT PLAN** – A plan submitted preliminary to a special permit application, which describes in detail the site and proposed mixed uses, including a site plan showing site improvements, and identifying traffic and environmental impacts and their mitigation, projected



future division of the site, if any, the submission of which to the Planning Board is required to initiate the Mixed-Use Development permitting process.

**GRADE** — The plane of the average of all finished ground level adjoining the building or structure for a distance of six feet from all exterior walls.

**GROSS FLOOR AREA** — The sum of all floor areas within a building or structure, measured from the perimeter of the outside walls of the building under consideration, without deduction for hallways, stairs, closets, thickness of walls, columns, or other features. It shall include all areas capable of being used for human occupancy, including all basement floor areas, mezzanine and attic space and enclosed porches.

**HEIGHT, BUILDING** — The vertical distance from the grade plane to the highest point of a gable, hip or gambrel roof and the highest point of the coping of a flat roof, but excluding chimneys, cupolas, flagpoles or other similar and customary appurtenances.

**INDEPENDENT LIVING RESIDENCE (ILR)** — A use allowed by special permit, consisting of one or more multi-family condominium or apartment buildings containing dwelling units restricted to occupancy by residents 55 years of age or older, which may be located on the same lot or abutting lots in common ownership on which an Assisted Living.

**MIXED-USE DEVELOPMENT** — A use allowed by special permit, consisting of retail, office, municipal, service establishments and residential uses, in some combination, consistent with an approved Concept Plan, which may be located on a single lot or a parcel formed from combined lots, and which, if authorized by special permit, need not comply with the use restrictions or dimensional requirements generally applicable in the underlying zoning district(s).

**OFFICE, MEDICAL OR DENTAL** — A building or portion thereof the primary use of which is the provision of health-care services to patients or clients on an outpatient basis and by appointment only. The sale of merchandise is allowed only as an accessory use.

**PERSONAL CARE SERVICE** — Within an ALR, assistance to residents with Activities of Daily Living, as defined and provided in 651 CMR 12.02 et seq.

**PERSONAL SERVICES ESTABLISHMENT** — A commercial establishment engaged in the provision of frequent or recurrent needed services of a personal nature. Typical uses include, but are not limited to, barbershop, beauty shop, dry cleaner, tailor, or other similar services, but shall not include a public laundry where clothing is laundered on-site.

**PUBLISHING AND PRINTING ESTABLISHMENT** — A commercial facility for the publishing and printing of information as a retail service use, not including bulk publishing or printing of paper documents on-site, but may include the sale of ancillary goods typically used in the publishing and printing of information.

**RAIN GARDEN** — A bowl-shaped landscape area designed to absorb storm water runoff from impervious surfaces. It cleanses water of pollutants by filtering water through soil and plants.

**RECREATIONAL FACILITY** — An establishment engaged in the provision of public recreational services, including bowling and billiards, but not including miniature golf and video arcades.

REPAIR SERVICES, NON-AUTOMOTIVE – Repair and servicing of appliances, computers, electronic equipment, tools and other small machinery common to homes and businesses, not to include any appliances, tools or small machinery that are powered by hydrocarbon fuel.

RESEARCH AND DEVELOPMENT FACILITY — A business that engages in non-biological research and development of innovative ideas, services and technology, such as development of computer software, information systems, communication systems, transportation, multi-media, and video technology and development and construction of prototypes associated with such services and products.

TOWNHOUSE - A single dwelling unit which is not located above or below another dwelling unit and whose sidewalls are separated from other dwelling units by a firewall or party walls. Each unit in the row shall have a dedicated ground level entrance and front and rear yards, and may be held in separate ownership.

WASTEWATER TREATMENT FACILITY – A public or private facility constructed to treat wastewater, not including the disposal of treated effluent.

WASTEWATER EFFLUENT DISPOSAL – The disposal of treated effluent from a public or private wastewater treatment facility.

### **TABLE OF PRINCIPAL USES**

Y = Yes/allowed by-right

SP = By special permit

X = Prohibited.

| <b><u>PRINCIPAL<br/>USES</u></b>                              | <b><u>District</u></b> |
|---|------------------------|
|   | <b>I<br/>NEOD</b>      |
| <b><u>Agricultural</u></b>                                    |                        |
| Farm, >5A   | Y = A                  |
| Plant nursery, other horticulture or floriculture             | Y                      |
| <b><u>Residential</u></b>                                     |                        |
| Assisted Living residence, with or without Independent Living | SP                     |
| Single-Family dwelling  | Y                      |
| Two-family or duplex dwelling                                 | Y                      |
| Mixed-use Development   | SP                     |
| Apartments & Townhouses                                       | SP                     |
| Residence above by-right business, if not >50% “of structure” | Y=D,E<br>A = SP        |

| <u>PRINCIPAL<br/>USES</u>  | <u>District</u>       |
|--|-----------------------|
|  | <b>I<br/>NEOD</b>     |
| <u>Commercial</u>  |                       |
| Antique, craft and gift shops  | Y                     |
| Adult Entertainment  | X                     |
| Animal hospital or veterinary office   | SP                    |
| Art Gallery  | Y                     |
| Auction house  | Y                     |
| Automotive repair, service   | Y in Dist. C          |
| Bakery, Wholesale  | X                     |
| Bank   | Y                     |
| Barber shop, beauty salon  | Y                     |
| Boat building, repair, storage   | X                     |
| Charter (party) boat business  | X                     |
| Cinema, movie theater  | Y                     |
| Contractor's yard  | X                     |
| Dry cleaning, Laundromat   | SP<br>X in Dist. A    |
| Fitness center, Gym  | Y                     |
| Hospice Care Facility  | SP                    |
| Hotel, Inn, Motel, Hostel  | Y                     |
| Industry, Light, not specifically allowed in Section V District C<br>Use description | SP<br>X in Dist. A    |
| Junk yard  | X                     |
| Kennel, Commercial (not defined)   | SP<br>Y in Dist. C, D |
| Lodge, Membership or Fraternal Club  | Y                     |

|  |                          |
|--|--------------------------|
| Nursing or Convalescent Facility   | <i>SP</i>                |
| Publishing and/or printing establishment                                   | <i>SP</i>                |
| Rental, automobile, truck, trailer   | <i>SP</i>                |
| Rental, boat, fishing gear   | <i>SP</i>                |
| Restaurant, < 5 K sq. ft. GFA  | <i>Y</i>                 |
| Restaurant, 5 K sq. ft. or > GFA   | <i>SP</i>                |
| Retail Sales/Service, Minor Small scale , 5 K sq.ft GFA                    | <i>Y</i>                 |
| Resort and Conference Center   | <i>SP</i>                |
| Service and Repair, non-automotive (carpentry, electrical, plumbing, etc.) | <i>Y</i>                 |
| Spa Resort   | <i>Y</i><br><i>C = X</i> |
| Studio, Artist Dance, Photography  | <i>Y</i>                 |
|  |                          |
| <b><u>Industrial</u></b>   |                          |
| Concrete batching plant  | <i>X C=Y</i>             |
| Warehousing, Rental, & Bulk Storage  | <i>X C=Y</i>             |
| Wastewater Treatment Facility  | <i>SP</i>                |
| Wastewater Effluent disposal   | <i>SP</i>                |
| Wind, Solar , Energy Facility  | <i>SP</i>                |
| <b><u>Governmental, Cultural, Institutional</u></b>                        |                          |
| Conservation, open space land  | <i>Y</i>                 |
| Municipal Use  | <i>Y</i>                 |
| Museum   | <i>Y</i>                 |
| Public use, other  | <i>Y</i>                 |
| Recreation, passive  | <i>Y</i>                 |
|  |                          |
|  |                          |

| <b><u>ACCESSORY USE TABLE</u></b>   |           |
|---|-----------|
| <b><u>Residential</u></b>   |           |
| Apartment, AFFORDABLE Accessory   | <b>SP</b> |
| Apartment located above permitted commercial use, provided no more than 50% floor area of total structure | <b>SP</b> |
| Automated banking (ATM) interior, exterior or freestanding  | <b>SP</b> |
| Bed and Breakfast   | <b>SP</b> |
| Family daycare, licensed per G. L. c. 15D, §1A.   | <b>Y</b>  |
| Farm stand, non-exempt per G. L. c. 40A, §3Y  | <b>SP</b> |
| Home Occupation, SP in any district where not X   | <b>SP</b> |
|   |           |

### **MIXED-USE ("MU") SPECIAL PERMIT**

#### **OBJECTIVE**

The objective of the MU special permit is to serve an unmet need of the community, by providing the means for creation of attractive mixed-use developments and a mix of housing options, including workforce housing, by providing for design and dimensional flexibility appropriate to the purpose and intent of village development zoning, and, in particular, by encouraging residential units to be incorporated into second floors of certain new or existing commercial structures in accordance with the provisions of this Section.

#### **APPLICABILITY**

The Planning Board is the Special Permit Granting Authority (SPGA) for Mixed Residential Development Special Permits and Mixed-Use Special Permits in the North Eastham Overlay District (NEOD).

#### **MIXED - USE SPECIAL PERMIT**

Within the NEOD, the SPGA may issue a special permit to authorize the following use: the use, conversion, or expansion of a commercial structure to provide for a mix of residential and commercial uses in structures of one or two stories, where residential units are located on the second floor level of the structure in commercial use.

#### **STANDARDS**

To be eligible for consideration for a special permit approval pursuant to this Article, the proposed development shall meet the following standards:

**Qualifying area:** To serve as a MU site, an area of land within the NEOD shall contain at least two (2) contiguous acres.

Open space/Buffer: At least 20% of the MU site shall be open space, which shall be left in its natural vegetated state. A buffer area of 10 feet shall be provided at the perimeter of the property where it abuts residentially zoned or occupied properties; provided, however, that no buffer shall be required where the land abutting the site is the subject of a permanent restriction for conservation or recreation or where the land abutting the site is held by the Town for conservation or recreation purposes. No vegetation in this buffer area will be disturbed, destroyed, or removed.

Building Design:

1. Buildings shall have no more than 50% of the total gross square footage on a second floor. A total maximum square footage for all building uses on a lot shall not exceed 15,000 square feet.
2. Variation in the overall architectural design, including building elevations, building setbacks and the exterior details, (roofing, siding, glazing), shall be a part of the project concept development through construction documents to assure compatibility with existing development.
3. No building shall exceed 35 feet in height. All roof mounted mechanical equipment must be enclosed to reduce the noise of operation and eliminate visibility of such equipment from the equivalent of an adjoining second floor level. In no case shall roof mounted equipment or the accompanying enclosures exceed a height of 6 feet above, or occupy more than 30% of the area, of the roof surface.
4. Building orientation, layout, and configuration shall be designed to provide adequate light and air for the proposed and adjoining buildings.
5. Drive-up windows are permitted if the windows and accompanying drives are buffered by an attractive 6-foot high opaque fence with a minimum of a 10 foot wide landscaped buffer to the exterior/outside of the fence.

Vegetation Management: No clear-cutting shall be permitted, except as necessary and incidental to construction of buildings, roads, trails, and parking areas. Where vegetation will be disturbed, destroyed or removed during construction, the applicant shall indicate on the special permit plan that such vegetation will be replaced with alternative vegetation as may be approved by the SPGA as consistent with Cape Cod Commission and/or Barnstable County Extension Service list of approved plant materials in locations consistent with the completion of the project.

Drainage and Storm water Management: The surface water drainage system shall be designed to accommodate 100-year storm conditions. Drainage shall not be directed to or allowed to flow off-site.

Internal Roadways, Walkways, Paths and Parking Areas: These shall be designed to provide for safety; visual appeal; separation of vehicular, bicycle and pedestrian traffic; convenient connectivity within and without the MRD site; and maximum access to the various amenities and facilities on the MRD site and to pathways on adjacent sites. The owner or an association of unit owners, as applicable, shall maintain all internal roadways, walkways, paths and parking areas.

Driveway, Vehicular and Pedestrian Access Standards:

1. All driveway and parking areas shall be visually buffered from all streets by the use of berms or natural features and/or planting, using materials that shall maintain a minimum of

50% of their effectiveness year-round. All driveway and parking areas shall be visually buffered from adjoining residential uses by one or more of the following; berming, fencing, and planting, using materials that shall maintain a minimum of 75% of their effectiveness year round. Visual buffers shall be designed, placed, and maintained to reduce the light from vehicular headlights from reaching onto adjoining streets and other properties.

2. A portion of the required parking may be accommodated on access drives within the project, provided such parking does not interfere with sight lines to pedestrian or vehicular access routes, directional signage, or interfere with vehicular access/egress in any area.
3. No more than 12 parking spaces shall be laid out in a continuous row unless interrupted by a landscaped island of a minimum of 8 feet in width and equal to the depth of the adjoining parking spaces. The landscaped island shall be treated with consideration given to the need for shade; pedestrian access where appropriate, snow storage, and the need to soften the appearance of a large paved area during the growing season.
4. The number of parking spaces required may be reduced up to 40% at the discretion of the Planning Board as a special permit condition, provided such reduction does not shift a demand for parking onto public streets or any areas not equipped to handle such activity. The Planning Board may give consideration to shared parking between adjoining uses as a means of reducing the paved area required for proposed uses, provided the following conditions are met:
  - a. the shared parking is sufficient to adequately service the adjoining uses without leaving either in a deficit of spaces needed;
  - b. the shared parking has well defined pedestrian access to both uses;
  - c. there is a legally binding agreement, executed by all parties to be served, which permits vehicular and pedestrian access to and from all the parcels involved; this agreement must be in place, and a copy provided to the Building Inspector before issuance of an Occupancy Permit; and
  - d. all open space and coverage requirements are met based on the ability of the project site to accommodate all of the required parking.
5. Parking areas may consist of pervious hard surfaces or impervious surfaces, provided provisions acceptable to the Planning Board are made for management of surface water runoff. If approved as a condition of the special permit, up to 10% of the parking required may be constructed in an alternative paver which incorporates the use of grass or a "grass on gravel" system to allow for greater permeability and an appearance more characteristic of open space/courtyard features, to be used exclusively for overflow parking beyond that normally needed to service the uses on site. The location of such spaces should be in peripheral areas of the parking facility where they can enhance the appearance of adjoining open space and not be in a location where they would be in daily use or overlap with pedestrian activity.
6. Parking areas shall be lighted to provide adequate visibility for use in the dark without adversely impacting adjacent uses or parcels.
7. Off-street parking spaces may be laid out in a perpendicular, angled, or parallel alignment provided adequate access is provided for vehicles to enter and leave the spaces;

pedestrians to enter and leave the vehicles, and service and emergency vehicles to access the drives, parking areas, and buildings.

8. Perpendicular or angled parking spaces shall not be less than 9 feet wide by 18 feet in depth with the following exception; however, at the discretion of the Planning Board, up to 5% of the required parking spaces may be accommodated using a layout of an 8 foot width by a 17 foot depth, with such spaces shall be identified by a sign mounted at a height of not less than 5 feet or more than 8 feet, indicating the space is for a subcompact car only. In no case shall parallel parking spaces shall not be less than 8 feet in width (depth) by a 22 foot in length.
9. Driveways, which can be shared for more than one use, are encouraged, provided the Planning Board determines that sharing does not limit adequate service or emergency access at any time or serve as the only route of vehicular access to a project.
10. Customer and residential pedestrian access areas shall include a combination of walkways and landscaping. Such pedestrian access shall be provided for from the street/s providing frontage and/or access for the project as well as the drives and parking areas within the project. Pedestrian access routes shall be laid out to minimize conflict with vehicular routes, and where the two cross, the pedestrian route shall be clearly marked on the vehicular surface and when appropriate, with signage. Pedestrian access routes shall be lighted to provide adequate visibility for use in the dark without adversely impacting adjacent uses or parcels.

Service Access, Including Deliveries and Trash Removal:

11. Provisions shall be made for service vehicles to access the site and building so as not to obstruct pedestrian and vehicular access by residents, commercial patrons, and emergency providers.
12. All trash receptacles and areas to be used by service and delivery vehicles shall be visually and, to the extent reasonably practicable, acoustically buffered from adjoining residences by one or more of the following; berming, fencing, and/or planting. Any visual screening shall maintain a minimum of 75% of its effectiveness year- round. No service vehicle shall be allowed to have an engine idling for more than ten minutes unless it is necessary for the service being provided, (for example; tree trimming, power washing, refrigeration, etc.).

Wastewater Management: All wastewater treatment and disposal facilities shall conform to the provisions of the State Sanitary Code, 310 CMR 15.00, any other state regulations as may be applicable and with the rules and regulations of the Board of Health.

Utilities: All electric, gas, telephone, and water distribution lines shall be placed underground, except upon a demonstration of exceptional circumstances.

Affordable Residential Units: The applicant is encouraged to provide dwelling units at prices affordable to persons or families of low or moderate income comprising at least 25% of the total number of dwelling units in the development, with affordable dwelling units integrated into the overall development to prevent the physical segregation of such units.



### Dimensional Flexibility:

The dimensional requirements for residential and non-residential uses:

| Table - Dimensional Requirement |                              |                                       |              |  |                      |
|---------------------------------|------------------------------|---------------------------------------|--------------|--|----------------------|
| WIDTH                           | FRONT YARD                   | SIDE YARD                             | REAR YARD    | MAX. LOT OVERAGE   | MAX. BLDG HGHT.      |
| 75 foot Min                     | 10 foot min.<br>20-foot max. | 20 foot min.<br>exclusive of driveway | 15 foot min. | Bldg. 15%<br>Bldg., drives & parking 55%<br>NOTE:<br>Walkways must be pervious if the building, parking, and driveways total 55% | 2 stories or 35feet. |

Development Schedule: The development schedule submitted by the applicant shall allow for orderly construction of the project. Any substantial deviation from the development schedule may be allowed only by modification of the special permit following notice and hearing pursuant to G. L. c. 40A, §9.

### Prohibited Uses:

- (1) Storage or occupancy of mobile homes, camper trailers, inoperative or unlicensed automobiles, or products, materials, or vehicles in connection with manufacturing or commercial uses outside the district; and
- (3) Any use or structure incompatible with the nature of the district or dangerous or noxious to persons in the district or those who pass on public ways by reason of odor, smoke, particulate matter, fumes, noise, vibration, glare, radiation, electrical interference, or danger of fire or explosion.

## CONCEPT PLAN - MIXED-USE SPECIAL PERMIT SUBMISSION AND APPROVAL PROCEDURE

- A. Overview - The review procedure for a Mixed-Use Special Permit consists of three steps:
  1. Pre-application conference;
  2. Submission by the applicant and review by the SPGA of a Concept Plan for the proposed mixed-use development for approval, and
  3. Formal application for a special permit and hearing pursuant to G. L. c. 40A, §9 and the Town of Eastham Zoning Bylaw.
- B. Application and Concept Plan for a Mixed-Use Special Permit.
  1. Pre-Application Conference. Prior to the submission of an application for a mixed-use Special Permit, the applicant must confer in an open meeting with the Planning Board to

share information and possible concerns before the applicant enters into binding commitments or incurring substantial expense in preparation of plans, surveys, etc.

2. Concept Plan Procedure:

- a. The applicant shall file with the Town Clerk, at least fourteen (14) days before a regularly scheduled meeting of the Planning Board, the original and one (1) copy of the proposed Concept Plan, accompanied by the form entitled "Submission of Concept Plan: Mixed-Use Special Permit," together with a certified check in the amount set by the Board of Selectmen. The applicant shall at the same time submit to the Planning Board eight (8) copies of the Concept Plan, and a single copy to each of the following: Department of Public Works, Board of Health, Fire Department, and Conservation Commission.
- b. The applicant shall file with the Town Clerk and submit to the Planning Board one or more transmittal letter(s), as required, certifying that it has forwarded copies of the Concept Plan to the Town boards and agencies as required above.
- c. The Town boards and offices receiving copies of the Concept Plan may submit written recommendations on the Concept Plan to the Planning Board within 30 days from the date of the filing of the Concept Plan, and failure to so report within such time shall be deemed lack of objection to the application.
- d. Within 45 days from its filing, the Planning Board shall review the Concept Plan and determine whether the project proposed therein is consistent with the intent, purposes, and standards of the North Eastham Overlay District and/or other applicable provisions of this By-Law. The Planning Board may suggest modifications and changes to the development described in the Concept Plan and shall make a written report of its recommendations to guide the applicant in the preparation of the final plan.
- e. The written report of the Planning Board shall be filed in the Town Clerk's office; after such filing, the applicant may submit an application for a special permit accompanied by a development plan. Failure of the Planning Board to file its written report within 45 days after filing of the Concept Plan shall be deemed approval, whereupon the applicant may submit application for a special permit accompanied by a final plan consistent with the approved Concept Plan or the plan "deemed approved" pursuant to this section.

C. Contents of Concept Plan

A Concept Plan shall contain the graphic and narrative materials described below, which the Planning Board may require to be supplemented as appropriate, according to the scope and nature of the development proposal and any particular characteristics of the development site.

1. Graphic materials shall include plans of sufficient number and detail to adequately represent and the existing conditions on the site and the proposed development, including, at a minimum, the following:
  - a. boundaries of the proposed mixed-use parcel, north arrow, date, scale, legend, and title "Concept Plan: (name of mixed-use permit applied for)";
  - b. the name or names of applicants and engineer or designer;
  - c. names of all abutters as defined in G. L. c. 40A, §11;

- d. existing general site conditions, proposed land uses and improvements, and approximate location and width of all adjacent streets;
  - e. existing and proposed lines of streets, ways, utility and all easements, and any public areas within or next to the parcel;
  - f. the approximate boundary lines of existing and proposed lots with appropriate areas and dimensions;
  - g. the proposed system of drainage, including wetlands on site and on adjacent properties;
  - h. the existing and proposed topography of the site at two-foot or less contour intervals;
  - i. existing and proposed buildings, significant structures and proposed open space and proposed site amenities, and proposed circulation patterns; and
  - j. an analysis of the natural features of the site, including wetlands, flood plain, slopes over 10%, soil conditions and other significant features.
2. Written materials shall include the following:
- a. description of the proposed mixed-use development, showing the planning objectives and the character of the development to be achieved through the Mixed-Use Special Permit;
  - b. description of the neighborhood in which the parcel lies, including utilities and other public facilities and the general impact of the proposed mixed use upon them; and
  - c. a summary of environmental issues of significance or likely to be of concern.

D. Submission of Final Plan

- 1. The applicant shall file the original application for any Mixed-Use Special Permit and the original of the final plan (which plan shall comply with the substantive Rules and Regulations of the Planning Board), together with one (1) copy of those materials, with the Town Clerk. The applicant shall also submit to the Planning Board and to those boards and agencies set forth in subparagraph B. 2. (a) of this Section at the time the application is filed with the Town Clerk, a copy of the application and the final plan.
- 2. The applicant shall file with the Town Clerk and submit to the Planning Board a transmittal letter certifying that it has forwarded copies of the final plan to the boards and offices as required above. The applicant is encouraged to meet with the Town boards and agencies receiving copies of the final plan during the review period.
- 3. The Town boards and offices receiving copies of the final plan may submit to the Planning Board written recommendations on the special permit application within 35 days of the filing of the transmittal letter certifying that copies of the final plan have been forwarded. Failure to report to the Planning Board within such 30 days shall be deemed lack of objection to the application.

4. Within 65 days of the filing of the special permit application with the Town Clerk, the Planning Board shall hold a public hearing, complying in all respects, with the procedure for review of a mixed-use special permit shall comply with the requirements for review of special permits pursuant to G. L. c. 40A.

E. Contents of Final Special Permit Application Plan

After approval of a Concept Plan, the application for a mixed-use Special Permit shall include a final plan of the development site and narrative materials as provided below, except as may be provided by the Concept Plan approval.

1. Final plans shall include all of the information required for site plan review, including the following:
  - a. a scale of one inch equals forty feet unless another scale is requested and found suitable by the Planning Board;
  - b. preparation by and bearing the seals of an appropriate registered professional engineer, registered architect, registered land surveyor, and registered landscape architect, including certification of the accuracy of the location of the buildings, setback and all other required dimensions, elevations, and measurements;
  - c. a utilities and drainage plan prepared and stamped by a registered professional engineer;
  - d. the scale, date, and north arrow;
  - e. lot numbers, dimensions of lots in feet, size of lots in square feet, and width of abutting streets and ways;
  - f. all easements within the lot and abutting thereon;
  - g. the location of buildings existing or proposed for the development, which shall be prepared by and bear the seal of a registered architect as provided in subparagraph (b), including the total square footage and dimensions of all buildings, all building elevations and floor plans, and perspective renderings. Further, the depiction of materials and colors to be used shall be required;
  - h. the location of existing wetlands, water bodies, wells, 100-year flood plain elevation, and other natural features requested by the Planning Board in their written report on the Concept Plan;
  - i. the distance of existing and proposed buildings from the lot lines and the distance between buildings on the same lot;
  - j. percent of the building lot coverage;
  - k. average finished grade of each building at the base of the building;
  - l. the elevation above average finished grade of the floor and ceiling of the lowest floor of each building;
  - m. existing and proposed contour lines at two-foot intervals;

- n. the uses proposed for the mixed-use development by building or part thereof, including proposed open space, recreation areas, or other amenities;
  - o. proposed provisions for parking;
  - p. height of all buildings, above average finished grade of abutting streets;
  - q. a landscape plan to include the total square feet of all landscape and recreation areas, and depiction of materials to be used, and the quantity, size and species of plantings.
2. Narrative information concerning the development's impact on the community shall be provided, to include, at a minimum, the following:
- a. description of the proposed mix of uses within the development, indicating the planning objectives and the character of the development to be achieved through the Mixed-Use Special Permit;
  - b. parking and traffic plan to be prepared by a traffic engineer. The traffic plan shall include information on the type and number of vehicles generated on average and peak periods of uses, the impact on traffic intersections, and major roads servicing the project area;
  - c. description of the neighborhood in which the land lies and the impact of the development on the neighborhood and the community. Such description shall include information concerning the impact to local schools, housing supply, wastewater, water, and other utility systems, and other public facilities. When so requested by the Board, other impact information shall be provided; and
  - d. evidence of ownership or interest in the land for which the special permit is sought.

F. Minimum Requirements

A Mixed-Use Special Permit shall be granted only upon the determination by vote of five (5) members of the Planning Board that the development meets the requirements of G. L. c. 40A, §9 and the provisions of the Mixed-Use By-Law, including the following conditions:

- 1. The final plan is substantially consistent with the Concept Plan and with the purpose and intent of the provision of the Bylaw under which the application is submitted.
  - a. the execution, delivery and recording of such covenants, agreements and instruments running with the land and binding on the owner of the parcel, its legal representative, successors, heirs and assigns, and enforceable by the Town, as the Board may require, and in form and substance satisfactory to it, in order to insure adherence to the terms of the Special Permit issued hereunder;
  - b. the approval by the Board of the detailed plans submitted for the project including, without limitation, plans showing all structures and improvements on the parcel, all ways and utilities serving the same, all lot lines, easements and rights of way of record, building plans and specifications illustrating in appropriate detail the landscaping and architectural design, showing types, location and layout of buildings, typical elevations, as well as the general height, bulk and appearance of structures,

and such other and further documents, studies, reports or data which the Board determines appropriate or desirable to enable the Board to make the determinations required by this Bylaw;

2. the Board may, may allow dimensional, setback and parking requirements other than those required by this By-Law; and
3. The Board may, may impose a requirement that motor vehicular and pedestrian easements be provided for access and egress be provided from the site to abutting public or private property.

By Planning Board

Summary:

The Planning Board for over five years, have been working on creating an overlay zoning incentive bylaw that will encourage the type of development and redevelopment in the outlined area. The process started with a series of community workshops designed to solicit ideas from the citizens of Eastham, members of town committees, and elected officials, on the future vision of the town. The consultant who assisted in the process worked with the Planning Board to develop specific uses and densities that would assist in fulfilling the vision. The Planning Board presentation of this zoning bylaw, maintains the uses of the underlying zoning district while encouraging a more pedestrian friendly development or redevelopment in the outlined area. The use tables indicate the variety of uses encouraged in the area.

BOARD OF SELECTMEN: 5-0

FINANCE COMMITTEE: 4-0-1

PLANNING BOARD: 7-0

*(2/3rds vote required)*

#### ARTICLE 23

To see if the Town will vote to appropriate and transfer, pursuant to the provisions of G.L. c.44B Section (6) from the FY2015 estimated community preservation revenues to reserves in the following amounts: **\$74,186** for open space purposes, **\$74,186** for historic preservation purposes **\$74,186** for affordable housing purposes, and \$ **519,299** to the FY2015 community preservation budgeted reserved for appropriation for a total of **\$741,857**, as recommended by the Community Preservation Committee; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article seeks to set aside 10% of the estimated community preservation revenue for open space, historic resources, and affordable community housing, with the remaining estimated revenue reserved for appropriation as required by G.L. Chapter 44B (6).

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION: 9-0

*(Majority vote required)*

#### ARTICLE 24

To see if the Town will vote to transfer and appropriate **\$35,000** from the Community Preservation Fund Balance as allowed by law for the purpose of administrative expenses; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article permits the use of \$35,000 of Community Preservation Funds by the committee for administrative purposes. The State Legislation permits up to five percent (5%) of all funds for that purpose. Last year, the committee requested \$30,000 to cover routine administrative expenses and to create a Community Preservation Plan to guide the use of funds over the next several years. This year, the Committee is requesting additional funds to pay for clerical assistance. Any unused funds each year revert to the Community Preservation Fund Balance

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE RECOMMENDATION: 9-0

*(Majority vote required)*

**ARTICLE 25**

To see if the Town will vote to transfer from Community Preservation Historic Preservation Reserves, the sum of **\$40,000**, to the town of Eastham for expenditure under the direction of the Board of Selectmen, for the purpose of creating, in the Library, a climate controlled storage area of archival materials owned by the town; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary: This article will provide funding to install climate control equipment in the Eastham Room in the new Library. This room will house the Library's historic book collection, records, maps, and artifacts. Funds for this were not provided for in the state library grant or in the Town library building appropriation.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 9-0

*(Majority vote required)*

**ARTICLE 26**

To see if the Town will vote to transfer from the Community Preservation Fund Balance the sum of **\$35,000** for expenditure under the direction of the Board of Selectmen for contracting with consultants to identify recreational land use opportunities in Eastham and development of a plan to renovate, repair and/or expand the Field of Dreams recreational offerings; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

Eastham Recreation Commission is seeking community preservation funds to hire a consultant to develop a comprehensive plan to renovate, modernize, and upgrade our active recreation areas. In addition to identifying new areas for the expansion of recreational activities, using Town of Eastham owned property and private property that may be currently available for acquisition.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 9-0

*(Majority vote required)*

**ARTICLE 27**

To see if the Town will vote to transfer from Community Preservation Historic Preservation Reserves, the sum of **\$75,000**, for expenditure under the direction of the Board of Selectmen, for the relocation and preservation of the original 1898 section of the historic library; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article appropriates \$75,000. from Community Preservation Historic Preservation Reserves, for the purpose of relocating, preserving, and incorporating the original 1897 section of the Library, listed on the National Register of Historic Buildings since 1999, into the new Eastham Public Library.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 5-1

COMMUNITY PRESERVATION COMMITTEE: 9-0

*(Majority vote required)*

**ARTICLE 28**

To see if the Town will vote to transfer from Community Preservation Fund Balance, the sum of **\$366,240** for expenditure under the direction of the Board of Selectmen for the repair and construction of tennis courts located at the Nauset Regional High School; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

These funds would be used to reconstruct five tennis courts at the Nauset Regional High School. Eastham residents would have priority to use the tennis courts during the months of June, July, August, and September. The Nauset Regional District would pay for all maintenance of the courts and repairs to the parking area next to the courts.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 9-0

*(Majority vote required)*

**ARTICLE 29**

To see if the Town will vote to transfer **\$400,000** from the Community Preservation Affordable Housing Fund Reserves and/or the unrestricted reserves, for a grant from the Town to the Town of Eastham Affordable Housing Trust for the purchase, repair and marketing of new affordable rental units in Eastham, and further to authorize the Town Administrator to enter into a grant agreement with the Housing Trust, under such terms and conditions as the Town Administrator shall deem appropriate, provided further that said grant agreement shall include the requirement that the Town of Eastham be provided with an Affordable Housing Restriction in the property or properties in a form approved by the Department of Housing and Community Development to run in perpetuity; and further to authorize the Board of Selectmen to accept a deed restriction (s) in said property or properties; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

With the approval of the Community Preservation Committee, this Article will provide \$400,000 that will enable the Affordable Housing Trust to continue their work of developing affordable housing units for the town.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 9-0

*(Majority vote required)*

**ARTICLE 30**

To see if the Town will vote to transfer **\$234,001** from the Community Preservation Affordable Housing Fund Reserves and/or the unrestricted reserves, for a grant to the Community Development Partnership, a non-profit agency, for the purpose making repairs to seven (7) affordable rental units located at 885 State Highway and 1475 State Highway; and to authorize the Town Administrator to



enter into a grant agreement with said Partnership setting forth the terms and conditions under which the funds may be expended, provided, further, however that said agreement shall include a requirement that seven (7) affordable housing units be preserved, and provided further that the Town of Eastham retain an Affordable Housing Restriction on the Properties to run in perpetuity; and further, to authorize the Board of Selectmen to accept a deed restriction on said Properties in compliance with G.L. c. 184 ; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

**Summary:**

The Community Development Partnership (CDP) is a non-profit provider of affordable housing and economic development opportunities in the eight towns on the Lower Cape. The requested funds will be used to preserve seven of the CDP's existing affordable housing units located at 885 State Highway and 1475 State Highway in Eastham. All units are deed restricted and rented to those earning 60% or less of area median income. The project has an overall budget of \$411,574, the balance of \$177,573 has been raised from other sources including grants and CDP equity; all of these funds are committed and on hand. Work to be completed will include roofing, siding, windows, doors, etc. Additional funds, outside the CPA funds, will be used to address energy efficiency upgrades such as additional insulation; natural gas conversion and high efficiency boiler installation, all intended to lower resident's monthly utility costs.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 9-0

*(Majority vote required)*

**ARTICLE 31**

To see if the Town will vote to raise and appropriate or transfer from the Community Preservation Unrestricted Fund Balance and Open Space Reserves or borrow **\$1,462,500**, and to authorize the Treasurer with the approval of the Board of Selectmen pursuant to G.L. c. 44; or any other enabling authority to borrow said sum for the purpose of acquiring for open space and passive recreation purposes, by gift, purchase or eminent domain, a parcel of land containing 3.41 acres, more or less, located at 700 Dyer Prince Road, Map Parcel and shown as Lot 15, on Land Court Plan 28883-D (pending) on File at the Barnstable County Land Registry District and described in Certificate of Title No. 201280 , and further that said land be under the care, custody and control of the Conservation Commission; and further to authorize the Board of Selectmen to grant a perpetual conservation restriction in accordance with the provisions of G.L. Chapter 184, Section 31-34, to the Commonwealth of Massachusetts Department of Environmental Protection or such other public or private nonprofit or governmental agency, as the Selectmen and the Conservation Commission deem appropriate; and further to authorize the Board of Selectmen to enter into all agreements and execute any and all instruments as may be necessary on the part of the Town to effect such acquisition; and provided, however, that the funds appropriated shall not be expended unless the annual debt servicing cost of the amount borrowed shall not exceed \$350,000; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

**Summary:**

This parcel of land was identified by the town as an important parcel for acquisition due to its unique location adjacent to Rock Harbor, owned and operated by the town, and its proximity to the beach area used by all citizens year round including dog walkers. Parking in the main rock harbor parking lot is restricted to vehicles with boat trailers and those with a boat slip at the marina. The use of the harbor parking lot is limited to boat owners or those launching boats. A small parking lot is controlled seasonally and available for town resident sticker holders only during the daylight hours. The ability of the town to find and purchase other waterfront parcels adjacent to other town owned parcels is very limited. This acquisition has just become available and a potential buyer has paid a

*(2/3 rds Majority vote required)*

#### ARTICLE 32

To see if the Town will vote to transfer **\$24,000** from the Community Preservation Affordable Housing Fund Reserves and/or the unrestricted reserves, for a grant to the Town of Eastham Affordable Housing Trust for the purpose of hiring as necessary outside consultants to provide staff support for the management of affordable housing units ; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

#### Summary:

These funds will allow the Trust to continue to engage the services of a housing consultant who assists the trust in the management and identification of properties for acquisition, and other supporting services.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 9-0

*(Majority vote required)*

#### ARTICLE 33

To see if the town will vote to amend the Town of Eastham, Community Preservation Committee By-law, adopted STM December 13, 2004, Section 1.0 Membership of the Committee by replacing the words "Affordable Housing Task Force" with the words, "Affordable Housing Trust"; or take any action relative thereto.

By Board of Selectmen

#### Summary:

This article will identify the Affordable Housing Trust as a voting member of the Community Preservation Committee and the Trust is the successor committee to the Affordable Housing Task Force.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

*(Majority vote required)*

#### ARTICLE 34

To see if the Town will approve the **\$2,438,439** borrowing authorized by the Nauset Regional School District, for the purpose of paying costs of the partial roof replacement of the Nauset Regional Middle School located at 70 Route 28 Orleans MA 02653, including the payment of all costs incidental or related thereto the Middle School Roof Project, which proposed repair project would materially extend the useful life of the school and preserve an asset that otherwise is capable of supporting the required educational program, and for which the Nauset Regional School District may be eligible for a school construction grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended at the direction of the Nauset Regional School Building Committee. The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any Project costs the Nauset Regional School District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Nauset Regional School District and its member municipalities. Any grant that the Nauset Regional School District may receive from the MSBA for the Project shall not exceed the lesser of (1) thirty seven point three two percent (37.32%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA.

By Regional School Committee

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

*(Majority vote required)*

### ARTICLE 35

To see if the Town will vote pursuant to Chapter 40, Section 6N to adopt the following bylaw to provide for the making of temporary repairs on private ways:

#### **CHAPTER 118 – Temporary Repairs on Private Ways**

##### **§118-1. Purpose and Authority**

For the purpose of enabling safe and convenient passage for public safety vehicles and the public over private ways open to and serving the general public, the Selectmen may designate for temporary repairs in a particular year certain private roads that are open to the public, and town meeting may appropriate funds for said purpose, subject to the conditions set forth herein. No temporary repair may be made to any private way unless the Selectmen have previously determined that such repair is required by public necessity and an appropriation therefore is available.

##### **§118-2. Regulations**

The Selectmen may adopt regulations for the general administration of this bylaw and proscribing deadlines and procedures for submission of petitions, including official forms for petitions and indemnification, and may determine therein or by vote from time to time which, if any, private ways open to the public may receive temporary repair, and the extent and types of repairs that may be made, subject to the availability of an appropriation.

##### **§118-3. Limits of repairs**

Temporary repairs are limited to those as are determined by the Selectmen to be required as a public necessity, including but not limited to minor grading and patching, and shall not include installation, repair or maintenance of drainage or other work of a permanent nature or exceeding \$5,000 in value.

##### **§118. 4. Road Conditions and Standards**

At a minimum, each private road shall meet the following requirements

- Opened to and used by the public for a term of 5 or more years;
- With a travelled and improved width of at least 14' wide, clear of overhanging branches or other obstructions for at least such width, to a height of at least 14';
- A visible street sign at each terminus and significant intersections;
- Serving as access to 25 or more residences and/or businesses

##### **§118-5. Petition requirements**

- a. The signature of 100% of owners of property abutting the road is required;
- b. An executed indemnification of the town in form proscribed by the Selectmen must accompany each petition;
- c. A cash deposit in an amount determined by the Selectmen shall be made in an amount not less than 50% of the cost to the Town of the temporary repair.

##### **§118-6. Betterments**

The Selectmen may assess betterments, according to the circumstances of each private way, including but not limited to consideration of the extent of the use of the road by the public.

##### **§118-Liability**

The town shall not be liable for any damage to persons or property caused by such repairs, nor for a claim of public road status on account of such repairs, or take any action relative thereto.

By Board of Selectmen

Summary:

This bylaw, if voted by Town Meeting will authorize the town to make temporary repairs on private ways. State law does not allow the use of town funds for resurfacing, rebuilding or building private ways. It does, for example, allow the expenditure of town funds, pursuant to a bylaw, for such minor repairs as filling potholes and minor grading.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: At Town Meeting  
(Majority vote required)

**ARTICLE 36**

To see if the Town will vote to accept G.L. c.40, Section 6C, in the manner provided for in G.L. c.40, Section 6D, to allow the town to remove snow and ice from such private ways within its limits and open to public use, as may be designated by the Board of Selectmen, and further provided that for the purposes of Section 25, of chapter eighty four, the removal of snow and ice from such a way shall not constitute a repair of a way; or take any action relative thereto.

By Board of Selectmen

Summary:

The statute referenced above requires two separate actions, the first of which is acceptance by majority vote of Town Meeting. The effect of this vote is to allow the Selectmen to place a question on a town-wide election ballot, the form of which is specified by G. L. c. 40 §6D, as follows:

Shall the or town vote to accept the provisions of section six C of chapter forty of the General Laws, which authorize cities and towns to appropriate money for the removal of snow and ice from private ways therein open to public use?

|      |  |
|------|--|
| YES. |  |
| NO.  |  |

Only after passage of the above ballot question is the town allowed, but not required, to plow private roads, and then only to the extent that such roads meet minimum construction standards including providing access to a minimum number of parcels, and further within the limitations of an annual town meeting appropriation to be made for this purpose.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: At Town Meeting  
(Majority vote required)

**ARTICLE 37**

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$20,000** to pay for contracted services and equipment, including pay any related incidental expenses, to provide an Electronic Voting System for Town Meetings occurring in Fiscal Year 2015, or take any action relative thereto.

By Board of Selectmen

Summary:

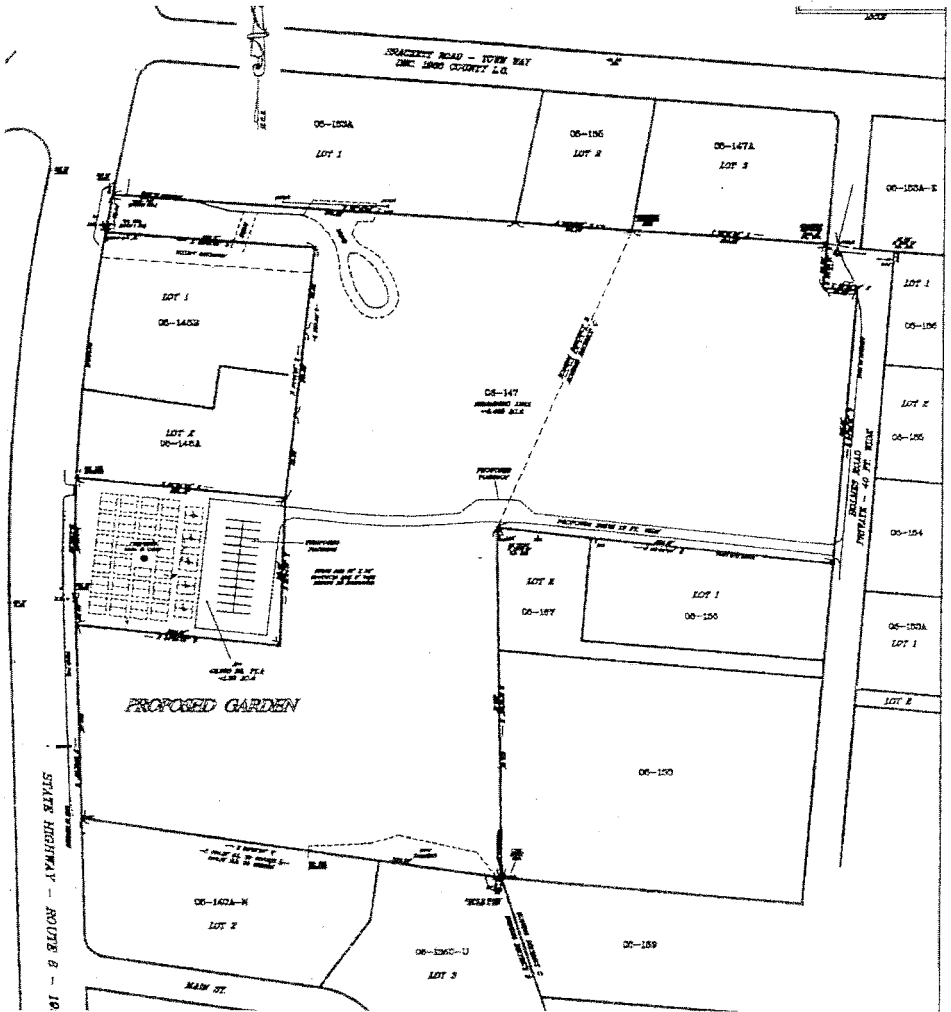
Because of the critical importance of issues before the Town, over 1200 voters voted at Town Meeting last year. It is essential every vote at Town Meeting be counted and the public has confidence in the outcome of Town Meeting votes. The Board of Selectmen, at the request of the Town Moderator, formed an Electronic Voting Committee which recommends Eastham Town Meeting use an electronic method to cast votes. If this article is approved, funding to try Electronic Voting, will be available for the Town Meeting in May of 2015.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0-1  
(Majority vote required)

ARTICLE 38

To see if the Town of Eastham will vote to authorize the Board of Selectmen to set aside a parcel of Town owned land being about one acre of the Brackett Field's land as fully described on the attached Exhibit A (below) **BRACKETT ORGANIC COMMON FIELDS**



By Petition

FINANCE COMMITTEE RECOMMENDATION: 0-7

Note: This has a historic background from Victory gardens to many Cape Cod towns providing gardens for residents to produce their own food. The Brackett land was famous for its turnips and asparagus

To see if the town will vote to layout and accept as a town way, Sandy Meadow Way, Plan Book 15 Page 113, and described in Deed book 540, Page 441 and as shown on a plan entitled Plan of Land Sandy Meadow Way, Eastham, MA. Scale 1"=40' and dated January 18, 2013, prepared by Timothy J. Brady P.L.S. of East Cape Engineering, 44 Route 28, Orleans, MA.

By Petition

FINANCE COMMITTEE RECOMMENDATION: 5-0

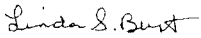
ARTICLE 40

To see if the Town will accept the published reports of the Town officers as printed and made available to the public in the 2013 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

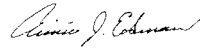
You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.

Given under our hands and seals this 18<sup>th</sup> day of April in the year of our Lord, Two Thousand and Fourteen.



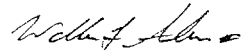
Linda S. Burt  
Vice Chair



Aimee Eckman



Martin McDonald



Wallace Adams  
Clerk



John Knight  
Chair

BOARD OF SELECTMEN

Greetings:

In a pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.

Constable



A True Copy Attest:



Lillian Lamperti, Town Clerk



## PROCEDURES FOR TOWN MEETING

In accordance with Section C2-8.B of the Eastham Town Charter, the following procedures will be followed:

1. A registered voter wishing to speak at Town Meeting shall proceed to one of the microphones. Once recognized, the voter shall give his or her name and address, speak to the question for not more than three minutes, and shall not speak again until all those wishing to speak thereon have done so. Persons making articles and demonstrations are exceptions to this rule.
2. Non-voters who wish to address Town Meeting and have identified themselves in advance to the Moderator may only speak if permitted by majority consent of voters.
3. Registered voters will be seated first. Additional seating for non-voters may be available only after the Town Clerk has determined that there are an adequate number of seats for all registered voters in attendance. **Voters who sit in the Non-Voter Section cannot vote.**
4. Discussion on each article shall terminate when no one wishes to speak or the discussion becomes redundant in the opinion of the Moderator.
5. Votes may be taken by voice (Majority to be determined by the Moderator), by a show of hands or by electronic devices. Articles or motions requiring a 2/3 vote will be by hand count or standing count, at the Moderator's discretion, unless unanimous. If seven Town Meeting members question a voice vote, the Moderator will then choose an alternative counting method.
6. An article may be reconsidered on the same day, no more than sixty (60) minutes from the time the vote on such article is declared by the Moderator. The Town Clerk's minutes shall record such times.
7. TOWN MEETING TIME, A Handbook of Parliamentary Law, Third Edition, 2001, is the Eastham Town Meeting parliamentary handbook.

The only persons allowed in the foyer at Town Meeting will be Registrars, Checkers and voters.  
Persons with handouts of any nature must be outside the building or in a designated area.

**PLEASE BE COURTEOUS  
ALLOW EACH SPEAKER TO PRESENT THEIR IDEAS WITHOUT INTERRUPTION.**

## Minutes for the Annual Town Meeting held May 5, 2014

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Gymnasium to vote on the following articles with actions as noted. The Moderator called the meeting to order at 7:15 p.m. with a quorum of 208 voters present. The Town Clerk read the call of Town Meeting. Selectman John Knight honored Lillian Lamperti, Town Clerk, for her 36 years of service as clerk by reading a tribute and presenting a beautiful bouquet of flowers. Town Meeting also acknowledged David Schropfer for his time of service as Moderator.

Article 1. A motion was made and seconded by the Board of Selectmen to raise and appropriate **\$1,700** for Greenhead Fly Control as authorized by G.L. C.252 §24, and authorize the Town Treasurer to pay said appropriation into the State Treasury.

Passed – Declared majority voice vote by Moderator

Article 2. A motion was made and seconded by the Board of Selectmen to assume liability in the manner provided in Section 29 and 29A of Chapter 91 of the General laws as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts.

Passed – Declared majority voice vote by Moderator

Article 3. A motion was made and seconded by the Board of Selectmen to reauthorize the following revolving accounts, through the Town Accountant's office, in accordance with Massachusetts General Laws, Chapter 44 Section 53E ½ for the fiscal year beginning July 1, 2014;

|  |          |
|--|----------|
| Recreation Bottles and Cans                  | \$10,000 |
| Home Composting Bin/Recycling                | 2,500    |
| Vehicular Fuel Sales                         | 57,000   |
| Council on Aging/Lower Cape Adult Day Center | 7,000    |

| Revolving Fund                                 | Authorize to Spend Fund | Revenue Source                            | Use of Fund   | FY15 Spending Limit |
|--|-------------------------|---|---|---------------------|
| <b>Recreation – Bottles &amp; Cans Account</b> | Recreation Director     | Collection & Redemption of Bottles & Cans | Beach & Recreation Programs                             | \$ 10,000           |
| <b>Home Composting Bin/Recycling Account</b>   | BOS or designee         | Sale of Compost Bins                      | Purchase additional bins & advertise their availability | \$ 2,500            |

|   |                 |  |  |           |
|---|-----------------|--|--|-----------|
| <b>Vehicular Fuel Sales Revolving Account</b>                         | BOS or designee | Sale of fuel to other government entities                  | Purchase additional fuel for sale to other government entities | \$ 57,000 |
| <b>Council on Aging/Lower Cape Adult Day Center Revolving Account</b> | COA Director    | Funds from fees, charges for COA programs and performances | Pay for additional COA programs and performances               | \$ 7,000  |

Passed – Declared majority vote by Moderator

4. A motion was made and seconded by the Board of Selectmen to transfer from Free Cash \$10,000 to the Visitors Service Board from Fiscal Year 13 Hotel Motel Excise Tax (free cash so called), in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended by the Visitor Services Board on the following items: Landscaping, lighting, and holiday decorations and general improvement on Windmill Green \$3,000, Flower Island support \$500, Summer concerts, \$6,500.

Passed – Declared majority vote by Moderator

5. A motion was made and seconded by the Board of Selectmen to reallocate the sum of member towns' funding obligation for the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Act Formula, so-called for fiscal year 2016.

Passed – Declared majority vote by Moderator

6. A motion was made and seconded by the Board of Selectmen to transfer from the Stabilization Fund \$100,000 to the Tri Town Septage Disposal Capital Account to be used for capital maintenance and improvements as outlined in the facility evaluation cost estimate, developed by the engineering consultants to the plant.

Passed – Unanimous voice vote as declared by Moderator

7. A motion was made and seconded by the Board of Selectmen to accept the provisions of G.L. c 32B, Section 20 creating an "Other Post Employment Liability Trust Fund" to meet the Town's obligations under the Government Accounting Standards Board (GASB) Statement #45 to fund the Town's future obligations for the cost of other post employment benefits identified by the GASB 45 report and further to raise and appropriate \$5,000 to said account.

Passed – Declared majority vote by Moderator

8. A motion was made and seconded by the Board of Selectmen to establish a municipal water supply and water distributing system pursuant to Chapter 40, Section 39A of the General Laws and as shown on a plan entitled Water Distribution System Development, Phase 1A & 1B, Eastham Mass, dated, February 2013.

That \$45,800,000 (45.8 million) is appropriated to pay costs of establishing such water supply and distribution system, including, without limitation, the costs of taking or purchasing water sources or water or flowage rights, the taking or purchasing of land or easements for the water system or for the protection of the water system or water sources, the construction and development of wells, the construction of water towers, the construction of buildings for water treatment and pumping stations, the laying and relaying of water

mains, the purchase and installation of water meters, fire hydrants and other water department equipment, and design and engineering and other costs incidental thereto, and including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws;

That to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$45,800,000 under and pursuant to Chapter 44 and/or Chapter 29C of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore;

That the Treasurer with the approval of the Board of Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Pollution Abatement Trust (the "Trust") established pursuant to Chapter 29C of the General Laws, and in connection therewith to enter into one or more loan agreements and/or security agreements with the Trust and otherwise to contract with the Trust and the Department of Environmental Protection with respect to such loan or loans obtained through the Trust, and for any federal or state aid available for the project or for the financing thereof; and

That the Board of Selectmen is authorized to enter into a project regulatory agreement with the Department of Environmental Protection, to expend all funds available for the project and to take any other action necessary to carry out the project;

That, in accordance with Chapter 40, Section 39A of the General Laws, the Board of Selectmen is hereby authorized to act as water commissioners and to exercise all of the powers of Water Commissioners pursuant to Chapter 41, Section 69B of the General Laws; and

That the Town hereby accepts the provisions of Chapter 40, Sections 42A through 42F, and Section 42J, of the General Laws to authorize the collection of water rates and to permit the deferral of payment of water use charges by certain homeowner/occupants.

A motion was made to call the question.

Passed – Declared majority vote by Moderator

A motion was made calling for a secret ballot

Did not pass majority vote as declared by Moderator

Main Motion passed necessary 2/3rds vote declared by Moderator

Count: 858 Yes 140 No

9. A motion was made and seconded by the Board of Selectmen to transfer from Free Cash \$12,000 to be given to the Eastham Chamber of Commerce as a grant to help support operations of the Information Booth.

Passed – Declared majority vote by Moderator

10. A motion was made and seconded by the Board of Selectmen pursuant to Chapter 71 Section 16G ½ to approve establishment by Cape Cod Regional Technical High School of a stabilization fund for future facility capital costs.

Passed – Declared majority vote by Moderator

11. A motion was made and seconded by the Board of Selectmen to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41 of the General Laws as amended, and further to raise and appropriate \$77,467 for the following sums of money for salaries:

|               |              |                 |     |
|---------------|--------------|-----------------|-----|
|               | Moderator    | \$              | 150 |
|               | Town Clerk   | \$67,317        |     |
| Selectmen (5) | \$2,000 each | <u>\$10,000</u> |     |
|               | Total        | \$77,467        |     |

Passed – Declared majority vote by Moderator

12. A motion was made and seconded by the Board of Selectmen to set the operating budget at \$22,656,879 as printed in the warrant and to meet this expenditure, to raise and appropriate and use estimated receipts totaling \$21,574,709

and transfer from the ambulance receipts reserved account \$271,000 to Line 30 Fire Salaries and \$104,500 to Line 32 Fire Capital  
and transfer from the Septic Loan Betterment Account \$20,400 to Line 74 Septic Betterment Loan;  
and transfer from the Windmill receipts reserved account \$1,000 to Line 67 Beach and recreation expense;  
and transfer from the Government Media Access Account \$76,147 to Line 11 Data Processing salary;  
and transfer from the Waterways Improvement Account \$20,000 to Line 17 Natural Resources Salary;  
and transfer from Free Cash \$573,623 to Line 41 Elementary School Operations and \$15,500 to Line 47 General Maintenance Capital;  
and further transfer from Free Cash (dog receipts) an additional \$2,500 to Line 65 Library Expense.

Passed unanimously as declared by Moderator

13. A motion was made and seconded by the Board of Selectmen to appropriate \$496,700 for the purposes of acquiring the items and undertaking the improvements to capital facilities, and to meet this appropriation, to raise and appropriate \$20,000;

and transfer from Free Cash \$378,700,  
and transfer from the Ambulance Receipts Reserved Account \$93,000  
and transfer from the Government Media Access Account \$5,000,  
for the purposes of acquiring the items and undertaking the improvements to capital facilities as printed in the warrant.

Passed – Declared majority vote by Moderator

14. A motion was made and seconded by the Board of Selectmen in accordance with the requirements of the Town of Eastham Home Rule Charter Section 6-6A to accept the Capital Improvement Plan for FY2016-FY2020, as printed in the warrant.

Passed – Declared majority vote by Moderator

15. A motion was made and seconded by the Board of Selectmen to transfer \$120,000 from the following accounts and amounts;

Free Cash \$100,000 and \$20,000 from Bulk Fuel, FY14 Line 24 to the following accounts:  
\$10,980 to the Snow and Sand Salary Account Line 48;  
\$36,739 to the Snow and Sand Expense Account Line 49;  
\$72,281 to the IRAP Account;

Further to transfer \$85,000 from various prior years unexpended balances of Article 13, Road Maintenance Accounts to the Ellis Road Grant Account.

Passed – Declared majority vote by Moderator

16. A motion was made and seconded by the Board of Selectmen to raise and appropriate \$89,000 for the funding of potential settlements of collective bargaining agreements between the Town and Employees Unions and Employees covered by the Personnel By-Law, covering the period commencing July 1, 2014 through June 30, 2017.

Passed – Declared majority vote by Moderator

17. A motion was made and seconded by the Board of Selectmen to appropriate \$700,000 to pay costs of engineering, design, dredging and material disposal for Rock Harbor, to be expended in conjunction with the Town of Orleans, including the payment of all costs incidental and related thereto, and that to meet this appropriation, the Treasurer, with the approval of the Selectmen, is authorized to borrow said amount under and pursuant to Chapter 44, Section 7(17A) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore; provided, however, that no sums shall be borrowed or expended hereunder unless and until the Town shall have voted to exclude the amounts required to repay any borrowing pursuant to this vote from the limitations on total property taxes imposed by Chapter 59, Section 21C of the General Laws (Proposition 2 ½).

Motion passed necessary 2/3rds vote declared by Moderator  
Count: 567 Yes 137 No

18. A motion was made and seconded by the Board of Selectmen to authorize the Board of Selectmen to petition the General Court for special legislation to impose a Room Occupancy Tax as detailed in G.L. c64G, to single cottages, condominiums and single and multifamily dwellings when such units are rented for less than 90 days, and further to accept from the General Court editorial or clerical changes and further that such law shall not take effect before January 1, 2015, regardless of the action date of the legislature as printed in the warrant.

Failed to achieve majority voice vote as declared by Moderator.

19. A motion was made and seconded by the Board of Selectmen to raise and appropriate \$106,877 to pay the Town of Eastham's share of capital expenses for Nauset Regional School District for improvements and equipment replacement expenses including but not limited to, technology upgrades at the middle and high school, replace fitness equipment at high school flooring replacements, door and window repairs and upgrades, interior and exterior painting, and as detailed in the warrant and shown on the multi-year capital improvement plan for the Nauset District.

Passed – Declared majority vote by Moderator

20. A motion was made and seconded by the Board of Selectmen to amend the Town of Eastham Zoning Bylaw Section IV Flood Plain, as required by Federal Law and as printed in the warrant.

Passed necessary 2/3rds vote unanimously as declared by Moderator

21. A motion was made and seconded by the Board of Selectmen to amend the Town of Eastham Zoning Bylaw, Section XVIII – Sign Code, by deleting in its entirety, and replacing it with a new Section XV111 – Sign Code as printed in the warrant.

Motion passed necessary 2/3rds vote declared by Moderator  
Count: 422 Yes 57 No

22. A motion was made and seconded by the Board of Selectmen to amend the Town of Eastham Zoning Bylaw by amending Section II – Zoning Districts by adding a new district entitled District I, North Eastham Overlay District, and further to amend Section V uses by adding the North Eastham Overlay District I, specifics as printed in the warrant.

Motion passed necessary 2/3rds vote declared by Moderator  
Count: 330 Yes 90 No

23. A motion was made and seconded by the Board of Selectmen to transfer from the FY2015 Estimated Community Preservation revenues the following amounts as recommended by the Community Preservation Committee:

|                                    |                  |
|------------------------------------|------------------|
| Open Space Reserve                 | \$ 74,186;       |
| Historical Reserve                 | \$ 74,186;       |
| Affordable Housing                 | \$ 74,186;       |
| Budgeted Reserve for Appropriation | <u>\$519,299</u> |
| For a total of                     | \$741,857        |

Passed – Declared majority vote by Moderator

24. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Fund Balance \$35,000 under such terms and conditions as the Selectmen may request to the Community Preservation Administrative Expense Account for the purpose of administrative expenses.

Passed – Declared majority vote by Moderator

25. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Historic Reserve \$40,000 under such terms and conditions as the Selectmen may request to the Library Climate Control Storage Area for the purpose of creating, in the Library, a climate controlled storage area of archival materials owned by the town.

Passed – Declared majority vote by Moderator

26. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Fund Balance \$35,000 under such terms and conditions as the Selectmen may request to the Field of Dreams Consultant Account for contracting with consultants to identify recreational land use opportunities in Eastham and development of a plan to renovate, repair and/or expand the Field of Dreams recreational offerings.

Passed – Declared majority vote by Moderator

27. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Historic Reserve \$75,000 under such terms and conditions as the Selectmen may request to the Historic Library Relocation Account for the relocation and preservation of the original 1898 section of the historic library.

Passed – Declared majority vote by Moderator

28. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Fund Balance \$366,240 under such terms and conditions as the Selectmen may request to the Nauset Regional Tennis Courts Account for expenditure under the direction of the Board of Selectmen for the repair and construction of tennis courts located at the Nauset Regional High School.

Passed – Declared majority vote by Moderator

29. A motion was made and seconded by the Board of Selectmen to transfer \$72,798 from the Community Preservation Affordable Housing Reserve Account and further to transfer \$327,202 from the Community Preservation Fund Balance to the Eastham Affordable Housing Trust for a total of \$400,000, to fund a grant agreement with the Eastham Affordable Housing Trust for the purchase, repair and marketing of new affordable rental units in Eastham, and further to authorize the Town Administrator to enter into a grant agreement with the Housing Trust, under such terms and conditions as the Town Administrator shall deem appropriate, provided further that said grant agreement shall include the requirement that the Town of Eastham be provided with an Affordable Housing Restriction in the property or properties in a form approved by the Department of Housing and Community Development to run in perpetuity; and further to authorize the Board of Selectmen to accept a deed restriction (s) in said property or properties.

Passed – Declared majority vote by Moderator

30. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Fund Balance \$234,001 to the Eastham Affordable Housing Trust to fund a grant agreement with the Community Development Partnership a non-profit agency, for the purpose making repairs to seven (7) affordable rental units located at 885 State Highway and 1475 State Highway; and to authorize the Town Administrator to enter into a grant agreement with said Partnership setting forth the terms and conditions under which the funds may be expended, provided, further, however that said agreement shall include a requirement that seven (7) affordable housing units be preserved, and provided further that the Town of Eastham retain an Affordable Housing Restriction on the Properties to run in perpetuity; and further, to authorize the Board of Selectmen to accept a deed restriction on said Properties in compliance with G.L. c. 184.

Passed – Declared majority vote by Moderator

31. A motion was made and seconded by the Board of Selectmen to appropriate \$1,462,500 to pay costs of acquiring, for open space and passive recreation purposes, by gift, purchase or eminent domain, a parcel of land containing 3.41 acres, more or less, located at 700 Dyer Prince Road, Map Parcel and shown as Lot 15, on Land Court Plan 28883-D (pending) on File at the Barnstable County Land Registry District and described in Certificate of Title No. 201280, including the payment of all costs incidental and related thereto, and that to meet this appropriation, to transfer \$250,000 from the Community Preservation Unrestricted Fund Balance and transfer from \$100,000 Open Space Reserves and further the Treasurer with the approval of the Board of Selectmen, is authorized to borrow under and pursuant to Chapters 44 and 44B of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore. The land authorized to be acquired by this vote shall be under the care, custody, and control of the Conservation Commission. The Board of Selectmen is authorized to grant a perpetual conservation restriction in accordance with the provisions of Chapter 184, Section 31-34 of the General Laws to The Commonwealth of Massachusetts Department of Environmental Protection or such other public or private nonprofit or governmental agency, as the Board of Selectmen and the Conservation Commission deem appropriate; and further, that the Board of Selectmen is authorized to enter into all agreements and execute any and all instruments as may be necessary on the part of the Town to effect such acquisition. No sums shall be borrowed or expended hereunder unless the annual debt service on such borrowing is equal to or less than \$350,000.

Motion passed necessary 2/3rds vote declared by Moderator  
Count: 307 Yes 36 No

32. A motion was made and seconded by the Board of Selectmen to transfer \$24,000 from the Community Preservation Fund Balance to the Eastham Affordable Housing Trust for the purpose of hiring as necessary outside consultants to provide staff support for the management of affordable housing units.

Passed – Declared majority vote by Moderator



33. A motion was made and seconded by the Board of Selectmen to amend the Town of Eastham Community Preservation Committee By-Law adopted December 13, 2004, Section 1.0 Membership of the Committee by replacing the words “Affordable Housing Task Force” with the words, “Affordable Housing Trust”.

Passed – Declared majority vote by Moderator

34. A motion was made and seconded by the Board of Selectmen to approve the **\$2,438,439** borrowing authorized by the Nauset Regional School District, for the purpose of paying costs of the partial roof replacement of the Nauset Regional Middle School located at 70 Route 28 Orleans MA 02653, including the payment of all costs incidental or related thereto the Middle School Roof Project, which proposed repair project would materially extend the useful life of the school and preserve an asset that otherwise is capable of supporting the required educational program, and for which the Nauset Regional School District may be eligible for a school construction grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended at the direction of the Nauset Regional School Building Committee; That the Town acknowledges that the MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any Project costs the Nauset Regional School District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Nauset Regional School District and its member municipalities; provided further that any grant that the Nauset Regional School District may receive from the MSBA for the Project shall not exceed the lesser of (1) thirty seven point three two percent (37.32%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA. (Provided that the approval of the Nauset Regional School District’s borrowing by this vote shall be subject to and contingent upon an affirmative vote of the Town to exempt its allocable share of the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. 59, Section 21C (Proposition 2 1/2); and that the amount of borrowing authorized by the Nauset Regional School District shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the Nauset Regional School District and the MSBA.

Passed – Declared majority vote by Moderator

35. A motion was made and seconded by the Board of Selectmen to adopt the bylaw, pursuant to Chapter 40, Section 6N

## **CHAPTER 118 – Temporary Repairs on Private Ways**

### **§118-1. Purpose and Authority**

For the purpose of enabling safe and convenient passage for public safety vehicles and the public over private ways open to and serving the general public, the Selectmen may designate for temporary repairs in a particular year certain private roads that are open to the public, and town meeting may appropriate funds for said purpose, subject to the conditions set forth herein. No temporary repair may be made to any private way unless the Selectmen have previously determined that such repair is required by public necessity and an appropriation therefore is available.

### **§118-2. Regulations**

The Selectmen may adopt regulations for the general administration of this bylaw and proscribing deadlines and procedures for submission of petitions, including official forms for petitions and indemnification, and may determine therein or by vote from time to time which, if any, private ways open to the public may receive temporary repair, and the extent and types of repairs that may be made, subject to the availability of an appropriation.

### **§118-3. Limits of repairs**

Temporary repairs are limited to those as are determined by the Selectmen to be required as a public necessity, including but not limited to minor grading and patching, and shall not include installation, repair or maintenance of drainage or other work of a permanent nature or exceeding \$5,000 in value.

§118. 4. Road Conditions and Standards

At a minimum, each private road shall meet the following requirements

- Opened to and used by the public for a term of 5 or more years;
- With a travelled and improved width of at least 14' wide, clear of overhanging branches or other obstructions for at least such width, to a height of at least 14';
- A visible street sign at each terminus and significant intersections;
- Serving as access to 25 or more residences and/or businesses

§118-5. Petition requirements

- a. The signature of 100% of owners of property abutting the road is required;
- b. An executed indemnification of the town in form proscribed by the Selectmen must accompany each petition;
- c. A cash deposit in an amount determined by the Selectmen shall be made in an amount not less than 50% of the cost to the Town of the temporary repair.

§118-6. Betterments

The Selectmen may assess betterments, according to the circumstances of each private way, including but not limited to consideration of the extent of the use of the road by the public.

§118-Liability

The town shall not be liable for any damage to persons or property caused by such repairs, nor for a claim of public road status on account of such repairs.

Passed – Declared majority vote by Moderator

36. A motion was made and seconded by the Board of Selectmen to accept G.L. c.40, Section 6C, in the manner provided for in G.L. c.40, Section 6D to allow the town to remove snow and ice from such private ways within its limits and open to public use, as, may be designated by the Board of Selectmen, and further provided that for the purposes of Section 25, of chapter eighty four, the removal of snow and ice from such a way shall not constitute a repair of a way.

Passed – Declared majority vote by Moderator

37. A motion was made and seconded by the Board of Selectmen to raise and appropriate the sum of \$20,000 to be used to fund an Electronic Voting System to pay for contracted services and equipment, including any related incidental expenses, to provide an Electronic Voting System for Town Meetings occurring in Fiscal Year 2015.

Passed – Declared majority vote by Moderator

38. A motion was made and seconded by the Board of Selectmen to adopt a resolution to set aside a parcel of town owned land for community farm plots being about one acre of the Brackett Field's land as fully described in the warrant for the purpose of access and use for the community as an organic common garden with the name of "Brackett Organic Common Fields" and a portion of said land to be used for associated parking. The purpose for the land use would be to allow residences of the Town of Eastham to grow vegetables, and other farming and to re-introduce the famous Eastham turnip and asparagus. To allow proper signage, fencing and access to water via private well, and all necessary aspects creating the same for the benefit of the citizens of the Town of Eastham. We propose that the Town give permission for the above land for use without cost to the Town of Eastham. All funding shall be done through private funding donations and work by volunteers. A nonprofit corporation by volunteers shall be established for fund raising and management of the fields.

Resolution adopted declared by the Moderator

39. A motion was made and seconded by the Board of Selectmen to accept the layout and accept as a town way, Sandy Meadow Way in its entirety Plan Book 15 Page 113, and described in Deed book 540, Page 441 and as shown on a plan entitled Plan of Land Sandy Meadow Way, Eastham, MA. Scale 1"=40' and dated January 18, 2013, prepared by Timothy J. Brady P.L.S. of East Cape Engineering, 44 Route 28, Orleans, MA.

Passed – Declared majority vote by Moderator

40. A motion was made and seconded by the Board of Selectmen to accept the published reports as printed and made available to the public in the 2013 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

Passed – Declared majority vote by Moderator

There were 1026 voters present at the close of Town Meeting out of a possible 4160. There being no further action of Town Meeting, the Selectmen moved and seconded a motion to dissolve Town Meeting at 11:00 p.m. The Moderator declared Town Meeting dissolved after a unanimous vote by voters.

A True Copy Attest:



Lillian Lamperti

**EASTHAM ANNUAL TOWN ELECTION**  
**May 20, 2014**

Pursuant to the conditions of the foregoing warrant, the voters assembled at Town Hall to cast their ballots for the following offices and questions on the warrant:

The results are as follows:

|                              |      |                              |      |
|------------------------------|------|------------------------------|------|
| Moderator                    |      | Elementary School Committee  |      |
| Three-year term Vote for one |      | Three-year term Vote for two |      |
| Steven J. Cole               | 978  | Joanne M. Irish              | 869  |
| Stephen L. Wasby             | 402  | Joseph E. Kopitsky           | 483  |
| Blanks                       | 104  | Judy M. Lindahl              | 740  |
| Total                        | 1484 | Blanks                       | 876  |
|                              |      | Total                        | 2968 |
| Selectman                    |      | Housing Authority            |      |
| Three-year term Vote for two |      | Five-year term Vote for one  |      |
|                              |      | No single candidate          |      |
| Linda S. Burt                | 983  | Various write-ins            | 46   |
| Elizabeth Gawron             | 946  | Blanks                       | 1438 |
| Lisa A. Panaccione           | 580  | Total                        | 1484 |
| Blanks                       | 459  |                              |      |
| Total                        | 2968 |                              |      |
| Town Clerk                   |      | Library Trustee              |      |
| Three-year term Vote for one |      | Three-year term Vote for two |      |
| Aimee J. Eckman              | 383  | Edmond J. Harnett            | 1069 |
| Susanne C. Fischer           | 821  | Mary M. Shaw                 | 1139 |
| Doreen A. Mayer              | 182  | Blanks                       | 760  |
| Leslie-Ann Morse             | 77   | Total                        | 2968 |
| Blanks                       | 21   |                              |      |
| Total                        | 1484 |                              |      |

Question #1

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two-and-one-half, so called the amounts required to pay for the bonds issued in order to pay Costs of engineering, design, dredging and material disposal for Rock Harbor, to be expended in conjunction with the Town of Orleans, including the payment of all costs incidental and related thereto?

Yes 1077 No 341  
Blanks 66  
Total 1484

Question #2

Shall the town vote to accept the provisions of section c of chapter forty of the General Laws, which authorize cities and towns to appropriate money for the removal of snow and ice from private ways therein open to public use?

Yes 1076 No 358  
Blanks 50  
Total 1484

Question #3

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one-half, so called, the amounts required to pay the Town of Eastham's allocable share of the bond issued by the Nauset Regional School District for the purpose of paying costs of the partial roof replacement of the Nauset Regional Middle School located at 70 Route 28 Orleans Ma 02653, including the payment of all costs incidental or related thereto?

Yes 1203 No 227  
Blanks 54  
Total 1484

The polls opened at 7:00 a.m. and closed at 8:00 p.m. The results were read and posted by the Warden, Shaw Shea. There were 4160 voters registered for this election with 1484, (36.7) percent casting their ballots.

*A True Copy Attest:  
Lillian Lampert  
Town Clerk*

COMMONWEALTH OF MASSACHUSETTS  
WILLIAM FRANCIS GALVIN  
SECRETARY OF THE COMMONWEALTH

State Primary

SS: Barnstable County

To: Either of the Constables of the Town of Eastham

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in Primaries to vote at:

Eastham Town Hall Precinct 1

on **TUESDAY, THE NINTH DAY OF SEPTEMBER, 2014**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Primaries for the candidates of political parties for the following offices:

SENATOR IN CONGRESS.....FOR THIS COMMONWEALTH  
GOVERNOR.....FOR THIS COMMONWEALTH  
LIEUTENANT GOVERNOR.....FOR THIS COMMONWEALTH  
ATTORNEY GENERAL.....FOR THIS COMMONWEALTH  
SECRETARY OF STATE.....FOR THIS COMMONWEALTH  
TREASURER AND RECEIVER GENERAL.....FOR THIS COMMONWEALTH  
AUDITOR.....FOR THIS COMMONWEALTH  
REPRESENTATIVE IN CONGRESS.....NINTH DISTRICT  
COUNCILLOR.....FIRST DISTRICT  
SENATOR IN GENERAL COURT.....CAPE & ISLANDS DISTRICT  
REPRESENTATIVE IN GENERAL COURT.....FOURTH BARNSTABLE DISTRICT  
DISTRICT ATTORNEY.....CAPE & ISLANDS DISTRICT  
REGISTER OF PROBATE.....BARNSTABLE COUNTY  
COUNTY COMMISSIONERS.....BARNSTABLE COUNTY

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 18 day of August, 2014

Simon S. Burt  
[Signature]

[Signature]  
Elizabeth A.

SELECTMEN OF THE TOWN OF EASTHAM

I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least seven days before the date of this election.

[Signature]  
Constable

8/22/14  
Date

A True Copy Attest:

[Signature]  
Susanne Fischer  
Town Clerk

**Town of Eastham**

**The Commonwealth of Massachusetts  
State Primary - September 9, 2014**

Pursuant to the foregoing warrant, the voters assembled at Town Hall to cast their ballots in the State Primary election and the results are as follows:

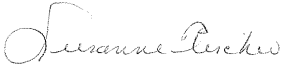
Democratic Ballots voted were 666

Republican Ballots voted were 323

The Ballot Box stood at 0000 at the beginning and read 989 when the polls were closed at 8:00 p.m. The Warden, Shawn Shea, declared the polls closed and the voter lists were verified. This vote represented 24 percent of registered voters.

There were 4074 voters registered for this election.

A True Copy Attest:

A handwritten signature in cursive script, appearing to read "Susanne Fischer".

Susanne Fischer  
Town Clerk

**Town of Eastham  
State Primary  
September 9, 2014**

**Democratic Ballot Results**

Senator In Congress

|                  |     |
|------------------|-----|
| Edward J. Markey | 555 |
| Write Ins        | 9   |
| Blanks           | 102 |

Governor

|                   |     |
|-------------------|-----|
| Donald M. Berwick | 188 |
| Martha Coakley    | 273 |
| Steven Grossman   | 201 |
| Write Ins         | 0   |
| Blanks            | 4   |

Lieutenant Governor

|                     |     |
|---------------------|-----|
| Leland Cheung       | 180 |
| Stephen J. Kerrigan | 266 |
| Michael E. Lake     | 96  |
| Write Ins           | 1   |
| Blanks              | 123 |

Attorney General

|                  |     |
|------------------|-----|
| Maura Healey     | 478 |
| Warren E. Tolman | 178 |
| Write Ins        | 0   |
| Blanks           | 10  |

Secretary of State

|                        |     |
|------------------------|-----|
| William Francis Galvin | 558 |
| Write Ins              | 1   |
| Blanks                 | 107 |

Treasurer

|                     |     |
|---------------------|-----|
| Thomas P. Conroy    | 150 |
| Barry R. Finegold   | 189 |
| Deborah B. Goldberg | 247 |
| Write Ins           | 0   |
| Blanks              | 80  |

Auditor

|                 |     |
|-----------------|-----|
| Suzanne M. Bump | 494 |
| Write Ins       | 2   |
| Blanks          | 170 |

Representative In Congress  
Ninth District

|                         |     |
|-------------------------|-----|
| William Richard Keating | 539 |
| Write Ins               | 7   |
| Blanks                  | 120 |

Councillor  
First District

|                          |     |
|--------------------------|-----|
| Oliver P. Cipollini, Jr. | 250 |
| Joseph C. Ferreira       | 134 |
| Alexander Kalife         | 28  |
| Walter D. Moniz          | 110 |
| Write Ins                | 1   |
| Blanks                   | 143 |

Senator In General Court  
Cape & Islands District

|                |     |
|----------------|-----|
| Daniel A. Wolf | 582 |
| Write Ins      | 4   |
| Blanks         | 80  |



Representative In General Court  
Fourth Barnstable District

|                |     |
|----------------|-----|
| Sarah K. Peake | 598 |
| Write Ins      | 5   |
| Blanks         | 63  |

District Attorney  
Cape & Islands District

|                  |     |
|------------------|-----|
| Richard G. Barry | 500 |
| Write Ins        | 2   |
| Blanks           | 164 |

Register of Probate  
Barnstable County

|           |     |
|-----------|-----|
| Write Ins | 67  |
| Blanks    | 599 |

Country Commissioner  
Barnstable County

|                |     |
|----------------|-----|
| Mark R. Forest | 499 |
| Write Ins      | 2   |
| Blanks         | 165 |

**Town of Eastham  
State Primary  
September 9, 2014**

**Republican Ballot Results**

Senator In Congress

|               |     |
|---------------|-----|
| Brian J. Herr | 276 |
| Write Ins     | 2   |
| Blanks        | 45  |

Governor

|                  |     |
|------------------|-----|
| Charles D. Baker | 258 |
| Mark R. Fisher   | 59  |
| Write Ins        | 1   |
| Blanks           | 5   |

Lieutenant Governor

|                 |     |
|-----------------|-----|
| Karyn E. Polito | 289 |
| Write Ins       | 0   |
| Blanks          | 34  |

Attorney General

|                |     |
|----------------|-----|
| John B. Miller | 277 |
| Write Ins      | 0   |
| Blanks         | 46  |

Secretary of State

|                    |     |
|--------------------|-----|
| David D'Archangelo | 269 |
| Write Ins          | 0   |
| Blanks             | 54  |

Treasurer

|                         |     |
|-------------------------|-----|
| Michael James Heffernan | 270 |
| Write Ins               | 0   |
| Blanks                  | 53  |

Auditor

|                         |     |
|-------------------------|-----|
| Patricia S. Saint Aubin | 271 |
| Write Ins               | 0   |
| Blanks                  | 52  |

Representative In Congress  
Ninth District

|                          |     |
|--------------------------|-----|
| Mark C. Alliegro         | 76  |
| John C. Chapman          | 167 |
| Vincent A. Cogliano, Jr. | 11  |
| Daniel L. Shores         | 61  |
| Write Ins                | 0   |
| Blanks                   | 8   |

Councillor  
First District

|           |     |
|-----------|-----|
| Write Ins | 55  |
| Blanks    | 268 |

Senator in General Court  
Cape & Islands District

|                      |     |
|----------------------|-----|
| Ronald R. Beaty, Jr. | 147 |
| Allen R. Waters      | 145 |
| Write Ins            | 0   |
| Blanks               | 31  |

Representative in General Court  
Fourth Barnstable District

|           |     |
|-----------|-----|
| Write Ins | 30  |
| Blanks    | 293 |

District Attorney  
Cape & Islands District

|                    |     |
|--------------------|-----|
| Michael D. O'Keefe | 273 |
| Write Ins          | 0   |
| Blanks             | 50  |

Register of Probate  
Barnstable County

|                         |     |
|-------------------------|-----|
| Anastasia Welsh Perrino | 272 |
| Write Ins               | 0   |
| Blanks                  | 51  |

County Commissioner  
Barnstable County

|                 |     |
|-----------------|-----|
| Leo G. Cakounes | 271 |
| Write Ins       | 0   |
| Blanks          | 52  |

**COMMONWEALTH OF MASSACHUSETTS  
WILLIAM FRANCIS GALVIN  
SECRETARY OF THE COMMONWEALTH**

**STATE ELECTION**

**SS:** Barnstable County

**To:** Either of the Constables of the Town of Eastham

**GREETINGS:**

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in the State Election to vote at

Eastham Town Hall Precinct 1

on **TUESDAY, THE FOURTH DAY OF NOVEMBER, 2014**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Election for the candidates for the following offices and questions:

|                                       |                            |
|---------------------------------------|----------------------------|
| SENATOR IN CONGRESS .....             | FOR THIS COMMONWEALTH      |
| GOVERNOR AND LIEUTENANT GOVERNOR..... | FOR THIS COMMONWEALTH      |
| ATTORNEY GENERAL .....                | FOR THIS COMMONWEALTH      |
| SECRETARY OF STATE .....              | FOR THIS COMMONWEALTH      |
| TREASURER .....                       | FOR THIS COMMONWEALTH      |
| AUDITOR .....                         | FOR THIS COMMONWEALTH      |
| REPRESENTATIVE IN CONGRESS. ....      | NINTH DISTRICT             |
| COUNCILLOR .....                      | FIRST DISTRICT             |
| SENATOR IN GENERAL COURT .....        | CAPE & ISLANDS DISTRICT    |
| REPRESENTATIVE IN GENERAL COURT.....  | FOURTH BARNSTABLE DISTRICT |
| DISTRICT ATTORNEY. ....               | CAPE & ISLANDS DISTRICT    |
| REGISTER OF PROBATE. ....             | BARNSTABLE COUNTY          |
| COUNTY COMMISSIONER .....             | BARNSTABLE COUNTY          |
| BARNSTABLE ASSEMBLY DELEGATE .....    | EASTHAM                    |

**QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION**

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 6, 2014?

**SUMMARY**

This proposed law would eliminate the requirement that the state's gasoline tax, which was 24 cents per gallon as of September 2013, (1) be adjusted every year by the percentage change in the Consumer Price Index over the preceding year, but (2) not be adjusted below 21.5 cents per gallon.

*A YES VOTE* would eliminate the requirement that the state's gas tax be adjusted annually based on the Consumer Price Index.

*A NO VOTE* would make no change in the laws regarding the gas tax.

**QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION**

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 6, 2014?

### SUMMARY

This proposed law would expand the state's beverage container deposit law, also known as the Bottle Bill, to require deposits on containers for all non-alcoholic non-carbonated drinks in liquid form intended for human consumption, except beverages primarily derived from dairy products, infant formula, and FDA approved medicines. The proposed law would not cover containers made of paper-based biodegradable material and aseptic multi-material packages such as juice boxes or pouches.

The proposed law would require the state Secretary of Energy and Environmental Affairs (EEA) to adjust the container deposit amount every five years to reflect (to the nearest whole cent) changes in the consumer price index, but the value could not be set below five cents.

The proposed law would increase the minimum handling fee that beverage distributors must pay dealers for each properly returned empty beverage container, which was 2¼ cents as of September 2013, to 3½ cents. It would also increase the minimum handling fee that bottlers must pay distributors and dealers for each properly returned empty reusable beverage container, which was 1 cent as of September 2013, to 3½ cents. The Secretary of EEA would review the fee amounts every five years and make appropriate adjustments to reflect changes in the consumer price index as well as changes in the costs incurred by redemption centers. The proposed law defines a redemption center as any business whose primary purpose is the redemption of beverage containers and that is not ancillary to any other business.

The proposed law would direct the Secretary of EEA to issue regulations allowing small dealers to seek exemptions from accepting empty deposit containers. The proposed law would define small dealer as any person or business, including the operator of a vending machine, who sells beverages in beverage containers to consumers, with a contiguous retail space of 3,000 square feet or less, excluding office and stock room space; and fewer than four locations under the same ownership in the Commonwealth. The proposed law would require that the regulations consider at least the health, safety, and convenience of the public, including the distribution of dealers and redemption centers by population or by distance or both.

The proposed law would set up a state Clean Environment Fund to receive certain unclaimed container deposits. The Fund would be used, subject to appropriation by the state Legislature, to support programs such as the proper management of solid waste, water resource protection, parkland, urban forestry, air quality and climate protection.

The proposed law would allow a dealer, distributor, redemption center or bottler to refuse to accept any beverage container that is not marked as being refundable in Massachusetts.

The proposed law would take effect on April 22, 2015.

*A YES VOTE* would expand the state's beverage container deposit law to require deposits on containers for all non-alcoholic, non-carbonated drinks with certain exceptions, increase the associated handling fees, and make other changes to the law.

*A NO VOTE* would make no change in the laws regarding beverage container deposits.

### QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 6, 2014?

### SUMMARY

This proposed law would (1) prohibit the Massachusetts Gaming Commission from issuing any license for a casino or other gaming establishment with table games and slot machines, or any license for a gaming establishment with slot machines; (2) prohibit any such casino or slots gaming under any such licenses that the Commission might have issued before the proposed law took effect; and (3) prohibit wagering on the simulcasting of live greyhound races.

The proposed law would change the definition of "illegal gaming" under Massachusetts law to include wagering on the simulcasting of live greyhound races, as well as table games and slot machines at Commission-licensed casinos, and slot

machines at other Commission-licensed gaming establishments. This would make those types of gaming subject to existing state laws providing criminal penalties for, or otherwise regulating or prohibiting, activities involving illegal gaming.

The proposed law states that if any of its parts were declared invalid, the other parts would stay in effect.

*A YES VOTE* would prohibit casinos, any gaming establishment with slot machines, and wagering on simulcast greyhound races.

*A NO VOTE* would make no change in the current laws regarding gaming.

#### **QUESTION 4: LAW PROPOSED BY INITIATIVE PETITION**

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 6, 2014?

#### **SUMMARY**

This proposed law would entitle employees in Massachusetts to earn and use sick time according to certain conditions.

Employees who work for employers having eleven or more employees could earn and use up to 40 hours of paid sick time per calendar year, while employees working for smaller employers could earn and use up to 40 hours of unpaid sick time per calendar year.

An employee could use earned sick time if required to miss work in order (1) to care for a physical or mental illness, injury or medical condition affecting the employee or the employee's child, spouse, parent, or parent of a spouse; (2) to attend routine medical appointments of the employee or the employee's child, spouse, parent, or parent of a spouse; or (3) to address the effects of domestic violence on the employee or the employee's dependent child. Employees would earn one hour of sick time for every 30 hours worked, and would begin accruing those hours on the date of hire or on July 1, 2015, whichever is later. Employees could begin to use earned sick time on the 90th day after hire.

The proposed law would cover both private and public employers, except that employees of a particular city or town would be covered only if, as required by the state constitution, the proposed law were made applicable by local or state legislative vote or by appropriation of sufficient funds to pay for the benefit. Earned paid sick time would be compensated at the same hourly rate paid to the employee when the sick time is used.

Employees could carry over up to 40 hours of unused sick time to the next calendar year, but could not use more than 40 hours in a calendar year. Employers would not have to pay employees for unused sick time at the end of their employment. If an employee missed work for a reason eligible for earned sick time, but agreed with the employer to work the same number of hours or shifts in the same or next pay period, the employee would not have to use earned sick time for the missed time, and the employer would not have to pay for that missed time. Employers would be prohibited from requiring such an employee to work additional hours to make up for missed time, or to find a replacement employee.

Employers could require certification of the need for sick time if an employee used sick time for more than 24 consecutively scheduled work hours. Employers could not delay the taking of or payment for earned sick time because they have not received the certification. Employees would have to make a good faith effort to notify the employer in advance if the need for earned sick time is foreseeable.

Employers would be prohibited from interfering with or retaliating based on an employee's exercise of earned sick time rights, and from retaliating based on an employee's support of another employee's exercise of such rights.

The proposed law would not override employers' obligations under any contract or benefit plan with more generous provisions than those in the proposed law. Employers that have their own policies providing as much paid time off, usable for the same purposes and under the same conditions, as the proposed law would not be required to provide additional paid sick time.

The Attorney General would enforce the proposed law, using the same enforcement procedures applicable to other state wage laws, and employees could file suits in court to enforce their earned sick time rights. The Attorney General would have to prepare a multilingual notice regarding the right to earned sick time, and employers would be required to post the notice in a conspicuous location and to provide a copy to employees. The state Executive Office of Health and Human Services, in consultation with the Attorney General, would develop a multilingual outreach program to inform the public of the availability of earned sick time.

The proposed law would take effect on July 1, 2015, and states that if any of its parts were declared invalid, the other parts would stay in effect.

**A YES VOTE** would entitle employees in Massachusetts to earn and use sick time according to certain conditions.

**A NO VOTE** would make no change in the laws regarding earned sick time.

**QUESTION 5**  
**THIS QUESTION IS NOT BINDING**

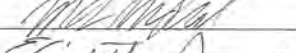



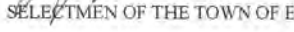
Shall the state senator from this district be instructed to vote in favor of legislation to expand the radiological Plume Exposure Emergency Planning Zone around the Pilgrim Nuclear Power Station in Plymouth, an approximately 10-mile-radius area, to include all of Barnstable, Dukes, and Nantucket Counties?

**QUESTION 6**  
**THIS QUESTION IS NOT BINDING**

Shall the state representative from this district be instructed to vote in favor of legislation that would allow the state to regulate and tax marijuana in the same manner as alcohol?


Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 8 day of October, 2014.

|   |   |
|---|---|
| <br><br> | <br><br> |
|   | SELECTMEN OF THE TOWN OF EASTHAM  |

I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least seven days before the date of this election.

  
Constable

  
Date

A True Copy Attest:

  
Susanne Fischer  
Town Clerk

**Town of Eastham**  
**The Commonwealth of Massachusetts**  
**State Election - November 4, 2014**

Pursuant to the foregoing warrant, the voters assembled at Town Hall to cast their ballots in the State Election and the results are as follows:

The Ballot Box stood at 0000 at the beginning and read 2828 when the polls were closed at 8:00 p.m. The Warden, Shawn Shea, declared the polls closed and the voter lists were verified. There were 4193 voters registered for this election with 2828 casting their ballots representing 67 percent of the voters. John Lennox served as Deputy Warden.

A True Copy Attest:



Susanne Fischer  
Town Clerk



## TOWN OF EASTHAM

### STATE ELECTION NOVEMBER 4, 2014

#### BALLOT RESULTS

##### Senator In Congress

|                  |      |
|------------------|------|
| Edward J. Markey | 1668 |
| Brian J. Herr    | 1088 |
| Write-Ins        | 3    |
| Blanks           | 69   |

##### Governor and Lieutenant Governor

|                      |      |
|----------------------|------|
| Baker and Polito     | 1288 |
| Coakley and Kerrigan | 1392 |
| Falchuk and Jennings | 82   |
| Lively and Saunders  | 18   |
| McCormick and Post   | 28   |
| Write-Ins            | 2    |
| Blanks               | 18   |

##### Attorney General

|                |      |
|----------------|------|
| Maura Healey   | 1707 |
| John B. Miller | 1060 |
| Write-Ins      | 2    |
| Blanks         | 59   |

##### Secretary of State

|                        |      |
|------------------------|------|
| William Francis Galvin | 1791 |
| David D'Arcangelo      | 858  |
| Daniel L. Factor       | 84   |
| Write-Ins              | 0    |
| Blanks                 | 95   |

##### Treasurer

|                         |      |
|-------------------------|------|
| Deborah B. Goldberg     | 1487 |
| Michael James Heffernan | 1123 |
| Ian T. Jackson          | 97   |
| Write-Ins               | 0    |
| Blanks                  | 121  |

##### Auditor

|                         |      |
|-------------------------|------|
| Suzanne M. Bump         | 1488 |
| Patricia S. Saint Aubin | 1072 |
| MK Merelice             | 106  |
| Write-Ins               | 0    |
| Blanks                  | 162  |

##### Representative In Congress

###### Ninth District

|                         |      |
|-------------------------|------|
| William Richard Keating | 1626 |
| John C. Chapman         | 1152 |
| Write Ins               | 3    |
| Blanks                  | 47   |

##### Councillor

###### First District

|                    |      |
|--------------------|------|
| Joseph C. Ferreira | 1917 |
| Write Ins          | 26   |
| Blanks             | 885  |

##### Senator In General Court

###### Cape & Islands District

|                     |      |
|---------------------|------|
| Daniel A. Wolf      | 1851 |
| Ronald R. Beaty, Jr | 854  |
| Alan Waters         | 15   |
| Write Ins           | 1    |
| Blanks              | 107  |

##### Representative in General Court

###### Fourth Barnstable District

|                |      |
|----------------|------|
| Sarah K. Peake | 2138 |
| Write Ins      | 32   |
| Blanks         | 658  |

**District Attorney**

Cape &amp; Islands District

|                    |      |
|--------------------|------|
| Michael D. O'Keefe | 1361 |
| Richard G. Barry   | 1353 |
| Write Ins          | 1    |
| Blanks             | 113  |

**Question 2**

|        |      |
|--------|------|
| Yes    | 999  |
| No     | 1799 |
| Blanks | 30   |

**Register of Probate**

Barnstable County

|                         |      |
|-------------------------|------|
| Anastasia Welsh Perrino | 1860 |
| Write Ins               | 17   |
| Blanks                  | 951  |

**Question 3**

|        |      |
|--------|------|
| Yes    | 1401 |
| No     | 1374 |
| Blanks | 53   |

**County Commissioner**

Barnstable County

|                 |      |
|-----------------|------|
| Leo G. Cakounes | 1176 |
| Mark R. Forest  | 1467 |
| Write Ins       | 3    |
| Blanks          | 182  |

**Question 4**

|        |      |
|--------|------|
| Yes    | 1630 |
| No     | 1115 |
| Blanks | 83   |

**Question 5****Barnstable Assembly Delegate**

Eastham

|               |      |
|---------------|------|
| Teresa Martin | 2073 |
| Write Ins     | 9    |
| Blanks        | 746  |

|        |      |
|--------|------|
| Yes    | 1946 |
| No     | 579  |
| Blanks | 303  |

**Question 6**

|        |      |
|--------|------|
| Yes    | 1838 |
| No     | 688  |
| Blanks | 302  |

**Question 1**

|        |      |
|--------|------|
| Yes    | 1339 |
| No     | 1383 |
| Blanks | 106  |



## TOWN OF EASTHAM

2500 State Highway, Eastham, MA 02642-2544

All departments 508-240-5900 • Fax 508-240-

1291 www.eastham-ma.gov

### PROCLAMATION

### Suicide Prevention Week

**SEPTEMBER 8-14, 2014**

WHEREAS, In the United States, one person completes suicide every 13 minutes; and 108 people die of suicide each day in the U.S.; and

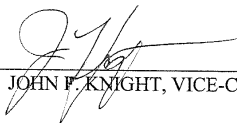
WHEREAS, suicide is the third leading cause of death for adolescents and young adults in Massachusetts and the suicide rate on the Cape and Islands is 1.4 times higher than State average; and

WHEREAS, suicide is a most tragic and disruptive event for families and communities~ it is estimated that there are 5 million survivors who lost a loved one to suicide; and

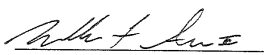
WHEREAS, suicide is a public health issue, it is a community problem and through education and awareness of the issue a great number of suicides can be prevented;

NOW, THEREFORE We, The Board of Selectmen, do officially proclaim the week of September 8-14, 2014 as "SUICIDE PREVENTION WEEK" in the Town of Eastham.

  
LINDA S. BURT, CHAIR

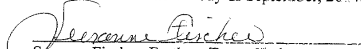
  
JOHN F. KNIGHT, VICE-CHAIR

MARTIN F. MCDONALD, CLERK

  
WALLACE F. ADAMS, II

  
ELIZABETH GAWRON

IN WITNESS WHEREOF, I have hereunto set my hand and caused the official seal of the Town of Eastham to be affixed on this 4<sup>th</sup> day of September, 2014.

  
Susanne Fischer, Eastham Town Clerk

# COLLECTOR'S REPORT OUTSTANDING TAXES

|                                   | UNCOLLECTED<br>TAXES<br>06/30/2013 | COMMITMENTS   | ABATEMENTS<br>AND<br>ADJUSTMENTS | TRANSFERS<br>TO<br>TAX TITLE | COLLECTIONS<br>NET OF<br>REFUNDS | UNCOLLECTED<br>TAXES<br>6/30/2014 |
|-----------------------------------|------------------------------------|---------------|----------------------------------|------------------------------|----------------------------------|-----------------------------------|
| <b>REAL ESTATE</b>                |                                    |               |                                  |                              |                                  |                                   |
| 2012                              | \$ 29,766                          | \$ -          | \$ -                             | \$ 13,654                    | \$ 16,112                        | \$ -                              |
| 2013                              | \$ 284,690                         | \$ -          | \$ 139                           | \$ 35,582                    | \$ 220,329                       | \$ 28,640                         |
| 2014                              | \$ -                               | \$ 18,375,346 | \$ 97,959                        | \$ -                         | \$ 17,965,275                    | \$ 312,112                        |
|                                   |                                    |               | \$ -                             |                              |                                  |                                   |
| <b>COMMUNITY PRESERVATION ACT</b> |                                    |               |                                  |                              |                                  |                                   |
| 2012                              | \$ 677                             | \$ -          | \$ -                             | \$ 370                       | \$ 307                           | \$ -                              |
| 2013                              | \$ 7,826                           | \$ -          | \$ 4                             | \$ 1,057                     | \$ 6,200                         | \$ 566                            |
| 2014                              | \$ -                               | \$ 551,247    | \$ 2,939                         | \$ -                         | \$ 539,935                       | \$ 8,373                          |
|                                   |                                    |               |                                  |                              |                                  |                                   |
| <b>PERSONAL PROPERTY</b>          |                                    |               |                                  |                              |                                  |                                   |
| Prior Years                       |                                    |               |                                  |                              |                                  |                                   |
| 2008                              | \$ 428                             | \$ -          | \$ -                             | \$ -                         | \$ -                             | \$ 428                            |
| 2009                              | \$ 14                              | \$ -          | \$ -                             | \$ -                         | \$ -                             | \$ 14                             |
| 2010                              | \$ 23                              | \$ -          | \$ -                             | \$ -                         | \$ -                             | \$ 23                             |
| 2011                              | \$ -                               | \$ -          | \$ -                             | \$ -                         | \$ -                             | \$ -                              |
| 2012                              | \$ 118                             | \$ -          | \$ -                             | \$ -                         | \$ 81                            | \$ 37                             |
| 2013                              | \$ 348                             | \$ -          | \$ -                             | \$ -                         | \$ 317                           | \$ 31                             |
| 2014                              | \$ 2,691                           | \$ -          | \$ -                             | \$ -                         | \$ 2,404                         | \$ 287                            |
|                                   | \$ -                               | \$ 177,044    | \$ 73                            | \$ -                         | \$ 174,421                       | \$ 2,550                          |

# COLLECTOR'S REPORT OUTSTANDING TAXES

| MOTOR VEHICLE &<br>BOAT EXCISE TAX | UNCOLLECTED TAXES |            | COMMITMENTS | ABATEMENTS AND ADJUSTMENTS | COLLECTIONS NET OF REFUNDS | UNCOLLECTED TAXES 6/30/2014 |
|------------------------------------|-------------------|------------|-------------|----------------------------|----------------------------|-----------------------------|
|                                    | 06/30/2013        | 6/30/2014  |             |                            |                            |                             |
| 1990                               | \$ 1,647          | \$ -       | -           | \$ -                       | \$ -                       | \$ 1,647                    |
| 1991                               | \$ 1,848          | \$ -       | -           | \$ -                       | \$ 11                      | \$ 1,837                    |
| 1992                               | \$ 1,549          | \$ -       | -           | \$ -                       | -                          | \$ 1,549                    |
| 1993                               | \$ 902            | \$ -       | -           | \$ -                       | -                          | \$ 902                      |
| 1994                               | \$ 1,115          | \$ -       | -           | \$ -                       | -                          | \$ 1,115                    |
| 1995                               | \$ 839            | \$ -       | -           | \$ -                       | -                          | \$ 839                      |
| 1996                               | \$ 1,449          | \$ -       | -           | \$ -                       | -                          | \$ 1,449                    |
| 1997                               | \$ 1,366          | \$ -       | -           | \$ -                       | -                          | \$ 1,366                    |
| 1998                               | \$ 1,530          | \$ -       | -           | \$ -                       | -                          | \$ 1,530                    |
| 1999                               | \$ 1,380          | \$ -       | -           | \$ -                       | -                          | \$ 1,380                    |
| 2000                               | \$ 2,637          | \$ -       | -           | \$ -                       | -                          | \$ 2,637                    |
| 2001                               | \$ 2,194          | \$ -       | -           | \$ -                       | -                          | \$ 2,194                    |
| 2002                               | \$ 2,530          | \$ -       | -           | \$ -                       | -                          | \$ 2,530                    |
| 2003                               | \$ 2,160          | \$ -       | -           | \$ -                       | 33                         | \$ 2,127                    |
| 2004                               | \$ 2,483          | \$ -       | -           | \$ -                       | 73                         | \$ 2,410                    |
| 2005                               | \$ 2,476          | \$ -       | -           | \$ -                       | 179                        | \$ 2,297                    |
| 2006                               | \$ 2,630          | \$ -       | -           | \$ -                       | 38                         | \$ 2,593                    |
| 2007                               | \$ 1,387          | \$ -       | -           | \$ -                       | 50                         | \$ 1,337                    |
| 2008                               | \$ 2,431          | \$ -       | -           | \$ -                       | 228                        | \$ 2,203                    |
| 2009                               | \$ 3,113          | \$ -       | -           | \$ -                       | 397                        | \$ 2,716                    |
| 2010                               | \$ 2,680          | \$ -       | -           | \$ -                       | 268                        | \$ 2,413                    |
| 2011                               | \$ 3,704          | \$ -       | -           | \$ -                       | 834                        | \$ 2,870                    |
| 2012                               | \$ 7,788          | \$ -       | -           | \$ 402                     | 4,195                      | \$ 3,190                    |
| 2013                               | \$ 74,703         | \$ 69,457  | 69,457      | \$ 11,711                  | 123,968                    | \$ 8,481                    |
| 2014                               | \$ -              | \$ 704,617 | 704,617     | \$ 14,317                  | 637,463                    | \$ 52,837                   |

Respectfully Submitted,

**Joan M. Plante**  
**Treasurer/Collector**

**TREASURER'S CASH****June 30, 2014**

|  |    |                          |
|--|----|--------------------------|
| Cash & Checks in Office                | \$ | 150                      |
| Non-Interest Bearing Checking Accounts | \$ | -                        |
| Interest Bearing Checking Accounts     | \$ | 11,173,473               |
| Liquid Investments                     | \$ | -                        |
| Trust Funds                            | \$ | <u>1,465,268</u>         |
| Total All Cash and Investments         | \$ | <u><u>12,638,890</u></u> |

Respectfully Submitted,

Joan M. Plante  
Treasurer/Collector

**TRUST FUNDS****June 30, 2014**

| <b>FUND NAME</b>                       | <b>EXPENDABLE</b> | <b>NON-EXPENDABLE</b> | <b>BALANCE<br/>6/30/14</b> |
|--|-------------------|-----------------------|----------------------------|
| Timothy Smith Fund                     | \$ 166,515.55     | \$ 50,000.00          | \$ 216,515.55              |
| Olde Wind Grist Mill                   | \$ 5,107.51       | \$ 5,500.00           | \$ 10,607.51               |
| Town Hall Fund                         | \$ 2,896.20       | \$ 1,400.00           | \$ 4,296.20                |
| World War I Memorial Fund              | \$ 617.02         | \$ 268.38             | \$ 885.40                  |
| Maurice Wiley Scholarship Fund         | \$ 3,727.80       | \$ 2,040.00           | \$ 5,767.80                |
| Mercy Mines Cemetery Fund              | \$ 823.15         | \$ 50.00              | \$ 873.15                  |
| Frank O. Daniels Cemetery Fund         | \$ 61.01          | \$ 50.00              | \$ 111.01                  |
| Eastham Grange Educational Aid         | \$ 12,071.03      | \$ -                  | \$ 12,071.03               |
| Affordable Housing Trust               | \$ 539,702.24     | \$ -                  | \$ 539,702.24              |
| Stabilization                          | \$ 152,649.52     | \$ -                  | \$ 152,649.52              |
| Law Enforcement Trust                  | \$ 1,220.00       | \$ -                  | \$ 1,220.00                |
| Library Trustees Interest Account      | \$ 414,213.39     | \$ -                  | \$ 414,213.39              |
| Library Trustees Memorial Fund         | \$ 14,724.05      | \$ 48,672.81          | \$ 63,396.86               |
| Eugenia & Andrew Merrill Memorial Fund | \$ 705.85         | \$ 500.00             | \$ 1,205.85                |
| Robert C. Billings Memorial Fund       | \$ 6,379.38       | \$ 14,000.00          | \$ 20,379.38               |
| Thomas R. Cawley Memorial Fund         | \$ 468.65         | \$ 1,275.00           | \$ 1,743.65                |
| Gertrude D. Nason Memorial Fund        | \$ 2,638.67       | \$ 2,500.00           | \$ 5,138.67                |
| Gertrude P. Zollinger Memorial Fund    | \$ 1,002.32       | \$ 1,000.00           | \$ 2,002.32                |
| Robert W. Sparrow Memorial Fund        | \$ 226.55         | \$ 8,162.00           | \$ 8,388.55                |
| Capt. Cyrus H. Campbell Memorial Fund  | \$ 658.84         | \$ 1,000.00           | \$ 1,658.84                |
| Vivian Andrist Memorial Fund           | \$ 150.74         | \$ 2,290.00           | \$ 2,440.74                |

Respectfully Submitted,

Joan M. Plante  
Treasurer/Collector

## **EASTHAM VETERANS' SERVICES**

To the Honorable Board of Selectmen and the Citizens of the Town of Eastham:

The following report is of the activities of the Department of Veterans' Services for Calendar Year 2014. Our duties are categorized in two basic areas: Benefits and Services.

### **Commonwealth Low-Income Benefits:**

This program is covered and authorized under Massachusetts General Law Chapter 115. It provides financial assistance to honorably-discharged veterans who establish need and worthiness and are residents of the Town of Eastham. During the year the Town, through our office, extended benefits to qualified veterans totaling \$10,500 for housing, food, heat, medical and other related costs. The amount expended was reimbursed to the Town by the Commonwealth at a rate of 75% of total expenditures.

### **Federal Benefits and Services:**

We assisted veterans and their dependents in obtaining federal, state and local benefits under the broad umbrella of the Department of Veterans' Affairs. These services included payments for service-connected disabilities, pensions, education, medical, burial, medals and records. During the year, this office assisted in obtaining \$1,347,806 in cash payments for compensation and pensions for Eastham veterans and their dependents.

We would like to extend our thanks to the Eastham Council on Aging for hosting an annual seminar which allows us to inform the town's veterans and widows regarding their available benefits.

We would especially like to thank the Town Administrator, and Town Accountant for their assistance and support throughout the year.

### **Contact Information:**

Our service officers for the Town are Wil Remillard and Harry Rae. We encourage all veterans and their dependents to utilize our services. We hold office hours for the Lower Cape in the Harwich Council on Aging Building Tuesday, Wednesday and Thursday from 9:00 AM to 4:00 PM. The phone number is 1-508-430-7510. Veterans may also contact the main office in Hyannis five days per week at 1-888-778-8701.

In Service to Veterans,

Wilfred Remillard  
Veterans' Service Officer  
Town of Eastham

Edward F. Merigan  
Director/Veterans' Agent  
Barnstable District

## **VISITOR'S TOURISM AND PROMOTION SERVICES BOARD**

Our continued emphasis is on improving opportunities for visitors and residents alike.

Band concerts on Monday nights continue to draw a large crowd of all ages and interests. Each Monday night during July and August features a different musical group with many varied styles and types of music. We have local musicians as well as groups from other areas.

EFFI continues to get our support in the beautification of our traffic islands.

Our banners continue to welcome everyone each season and this year we assisted with the installation process.

We have tried to enhance the Windmill Green in the holiday season with decorations and this year we added lighted choir figurines to the display.

Respectfully submitted,

Prudence Kerry, Chair



## WATER MANAGEMENT COMMITTEE

The Water Management Committee, with nine members, provides review and advice on public water supply, wastewater, and protection of surface, ground, fresh, and estuary water quality.

**Comprehensive Plan to Protect (Freshwater) Pond Water Quality.** The Town Water Management Committee, coordinating with the Board of Health, Conservation Commission, and Board of Selectmen, the primary participants, completed preparation of the Eastham Comprehensive Plan to Protect Pond Water Quality and published the document on the Town website in Dec 2014. Preparation included requesting , receiving , and addressing input from Town of Eastham coordinating organizations, and review and comment organizations including Town citizens and external parties. Plan contents included two sets of action lists, one set identifying actions to be undertaken by the Town and by individuals and associations, and the other set identifying actions common to all ponds, and actions specific to each of the eleven, ponds. The publication completed a charge to the Committee by the Board of Selectmen in Aug 2012.

**Brochure, Keeping Eastham Ponds Healthy.** With the intent to educate Eastham residents and visitors concerning actions to maintain and improve freshwater pond, water quality, the Town Water Management Committee completed a two-page, tri-fold brochure entitled Keep Eastham Pond Health, in Jan 2014, and began distribution. The brochure explains existing conditions, identifies actions taken, and encourages appropriate actions by individuals. As a first step, about 120 pond abutters received brochures by U.S. mail. Other residents received distribution through the Library, Council on Aging, Chamber of Commerce, Town Hall, and Beach Sticker Office as well as various events such as Windmill Weekend and meetings of EPRTA with sufficient copies for all, current year round and part-time residents.

**Freshwater Pond Alum Treatment.** The final reports for alum treatments of Herring Pond and Great Pond, received in 2014 indicated both treatments completed successfully, based on post alum treatment monitoring in 2013 and 2014. The monitoring indicated the applications achieved the intended phosphorus reduction through control of algae and submerged aquatic plant growth. The Apr 2014, Herring Pond report indicated a 90 percent reduction in pre-treatment phosphorus mass. The Nov 2014 Great Pond report indicated an application rate with a minimum longevity of ten years.

**Freshwater Pond Monitoring.** Volunteers collected physical data (temperature, transparency, dissolved oxygen, etc.) and water samples for phosphorus testing in 11 ponds five times in the Apr-Aug period with Pond and Lake Stewards (PALS) program support provided by Barnstable County, and continuing sampling begun in 2001. Separate but similar monitoring continued in Salt Pond and Town Cove assisted by Orleans volunteers in a Pleasant Bay Alliance program.

**Eastham Water Related Documents.** The Committee expanded the water related, reference documents list to 28 documents in 2014.

**Other Water-Related Actions.** The Committee monitored the following actions:

- **Municipal Water Supply.** Eastham voters accepted a \$45.8 million, “backbone”, water supply proposal with 858 in favor and 110 against, surpassing the two-thirds majority requirement, at May 5 Town Meeting. As designed the supply serves 2056 structures, provides fire protection to 80 percent of the Town by means of 600 fire hydrants (within 1000 feet), and allows for expansion to Town-wide. Funding is by property tax with a \$400,000 home paying \$333 per year in taxes for 20 years at 2 percent interest, or \$166 for 30 years at 0 percent interest. Service to the landfill contamination area begins in 2016 and for remaining areas by 2017. Plans include a yet-to-be-agree-upon, mutual support connection with the Town of Orleans municipal supply.

- **Closed Landfill Groundwater Contamination.** Town consultants continued to examine the location and concentration of the contaminant, 1-4 dioxane, a probable human carcinogen, in the groundwater down gradient of the closed landfill, filing four, quarterly Immediate Response Action Status Reports with Mass DEP as required by law, in 2014. The consultants and toxicology scientists presented risk assessment information at a well-attended, public forum in Feb 2014. Also in response the consultants sampled and tested approximately 300 private wells finding 35-40 properties with 1-4 dioxane concentration at or above the 0.3 parts per billion regulatory limit, and, as temporary help, the Town provided bottled water to these well users and, out of caution, to the Eastham Elementary School where well testing indicated trace amounts of 1-4 dioxane. The municipal water supply voted in May included the landfill contamination area, as highest priority.

- **Federal Clean Water Act, Cape Cod Section 208 Plan.** Planning, begun in Jul 2013, to limit amount of nitrate nitrogen originating in wastewater moving from the land into Cape, salt embayments, continued in the first half of 2014 and led to the Cape Cod Commission releasing the (Cape-wide) Draft Narrative of Section 208 Water Quality Management Plan Update for public comment in Aug 2014. Eastham citizen stakeholders as well as those from Brewster, Chatham, Harwich and Orleans, participated in the planning through three, Lower Cape Sub-Region, public meetings in Feb, Mar, and May. The planning process involved applying traditional and non-traditional, wastewater treatment technologies to reduce excess nitrate in watersheds, many of which crossed town boundaries, beginning with the least infrastructure intensive first, and then considering the social, financial, and financial impact of different scenarios. Recommended changes in the plan update total 13 in the categories of: Regulatory Reform (7), Support (2), Information (1), and Finance (3).

- **Orleans Water Quality Advisory Panel.** In Jul 2014 the Town of Orleans, Board of Selectmen convened a wastewater planning panel tasked with identifying and describing, mutually agreed upon strategy and physical structure to reduce the nitrate nitrogen concentrations in salt embayments and freshwaters, with sufficient detail to seek design funds for Orleans at May 2015 Town meeting. At the request of the Orleans Selectmen the Towns of Eastham and Brewster each appointed two panel representatives to join the OWQAP with Orleans Town, MassDEP, and Cape Cod Commission staff, and Orleans area, environmental group stakeholders. Eastham and Brewster share wastewater planning needs with Orleans through partnership in the Tri-Town septage treatment plant, and sharing watersheds, in Eastham’s case, Nauset Marsh and Rock Harbor. The panel met in eight, four-hour meetings assisted by a professional meeting facilitator and consulting engineering firm with expertise in both traditional and non-traditional technologies.

**- Town of Eastham Turf Fertilizer Regulation.** The Town of Eastham prepared and enacted turf fertilizer application rules under regulatory authority of the Board of Health and the Conservation Commission in 2014. The Barnstable County Assembly of Delegates accepted the both regulations as authorized implementing regulation, pursuant to the Fertilizer Management, District of Critical Planning Concern, and other authority in Dec 2014. Turf fertilizer regulation has as a public benefit in the reduction of nitrate nitrogen in salt embayments and phosphorus in freshwaters without infrastructure costs, and supports Section 208 Water Quality planning.

**- Orleans-Brewster-Eastham Groundwater Protection District.** As of Dec 2014 the Towns of Brewster, Eastham and Orleans had yet to decide the future of the Tri-Town Septage Plant, with the choices being: No septage or wastewater treatment at the site, Septage disposal only, and both septage and wastewater treatment. The Eastham Selectmen continued to propose that Orleans treat Eastham sewage, if such constructed.

**- Paved Surfaces Stormwater Runoff.** The Town of Eastham continued stormwater engineering administration and maintenance efforts filing a MassDOT Project Need Form for Route 6 runoff into Salt Pond, and resetting operation of the Wiley Beach Parking area, stormwater catch basin in 2014. The Committee reviewed priorities already assigned to existing projects.

**- Rock Harbor Boat Basin Water Quality Regulation.** The Towns of Eastham and Orleans agreed to delay seeking more appropriate, water quality regulations for the Rock Harbor boat basin, as recommended by the Cape Cod Water Protection Collaborative, a county government agency.

**- Nauset and Rock Harbor Estuary Technical Reports.** In 2014 state officials in the Mass DEP advised Eastham and Orleans to consider, as final, the numerical limits for allowable nitrate concentration stated in the draft, Nauset Marsh and Rock Harbor estuary reports.

**- Law Suit Involving Cape Cod, Regional Wastewater Management Plan.** In Nov 2014, the involved environmental group and the U.S. Environmental Protection Agency filed a proposed settlement to the suit filed in 2010 with focus on stricter monitoring of the Section 208 Water Quality Management Plan being prepared by the Cape Cod Commission and identification of a responsible entity.

**- Flood Management Maps.** In Jul, 2014, the Federal Emergency Management Agency issued new, final, 100-year flood maps for Cape Cod replacing the prior, Jul 1992 edition. The maps indicated possible flooding along Route 6 at the rotary and Mary Chase Road Salt Marsh.

Respectfully submitted.

Charles Harris, Chair

# TOWN ACCOUNTANT

TOWN OF EASTHAM  
Combined Balance Sheet-All Fund Types And Account Group  
June 30, 2014

|  | Governmental Fund Types |                 |                  | Fiduciary Fund Types |  | Account Group                |                 | Totals |
|--|-------------------------|-----------------|------------------|----------------------|--|------------------------------|-----------------|--------|
|  |                         |                 |                  | Trust & Agency       |  | General Long Term Obligation | Memorandum Only |        |
|  | General                 | Special Revenue | Capital Projects |                      |  |                              |                 |        |
| Assets   |                         |                 |                  |                      |  |                              |                 |        |
| Cash   | 4,479,225.52            | 5,187,714.49    | 1,502,162.41     | 1,469,787.84         |  |                              | 12,638,890.26   |        |
| Petty Cash   | 495.00                  |                 |                  |                      |  |                              | 495.00          |        |
| Investments  |                         |                 |                  |                      |  |                              |                 |        |
| Property Taxes Receivable:                                     |                         |                 |                  |                      |  |                              |                 |        |
| Real Estate  | 340,751.94              |                 |                  |                      |  |                              | 340,751.94      |        |
| Personal Property  | 3,370.40                |                 |                  |                      |  |                              | 3,370.40        |        |
| Land Bank/CPC  | 8,938.47                |                 |                  |                      |  |                              | 8,938.47        |        |
| Reserved for Abatements/Exemptions                             | (159,839.58)            |                 |                  |                      |  |                              | (159,839.58)    |        |
| Other Accounts Receivable:                                     | 8,281.20                |                 |                  | 91,383.58            |  |                              | 99,664.78       |        |
| Motor Vehicle Excise Tax                                       | 107,991.61              |                 |                  |                      |  |                              | 107,991.61      |        |
| Other Excise   | 4,648.00                |                 |                  |                      |  |                              | 4,648.00        |        |
| Tax Liens  | 127,965.93              | 1,870.57        |                  |                      |  |                              | 129,836.50      |        |
| Accounts Receivable  |                         | 2,410.00        |                  |                      |  |                              | 2,410.00        |        |
| Special Assessments  |                         | 137,756.10      |                  |                      |  |                              | 137,756.10      |        |
| Departmental (Ambulance)                                       |                         | 101,312.20      |                  |                      |  |                              | 101,312.20      |        |
| Intergovernmental  |                         |                 |                  |                      |  |                              | -               |        |
| Deferred Taxes   |                         |                 |                  |                      |  |                              |                 |        |
| Tax Foreclosures   | 58,928.12               |                 |                  |                      |  |                              | 58,928.12       |        |
| Amounts To Be Provided For Retirement Of Long Term Obligations |                         |                 |                  |                      |  | 13,916,228.45                | 13,916,228.45   |        |
| Total Assets   | 4,980,756.61            | 5,431,063.36    | 1,502,162.41     | 1,561,171.42         |  | 13,916,228.45                | 27,391,382.25   |        |

| Liabilities and Fund Equity                 |                     |                   |          |                  |                      |              |  |                      |
|---|---------------------|-------------------|----------|------------------|----------------------|--------------|--|----------------------|
| Warrants payable                            | 225,830.16          |                   |          |                  |                      |              |  | 225,830.16           |
| Net Payroll Payable                         | 299,297.93          |                   |          |                  |                      |              |  | 299,297.93           |
| Payroll Withholdings                        | 122,685.18          |                   |          |                  |                      |              |  | 122,685.18           |
| Firearms Payable                            | 1,437.50            |                   |          |                  |                      |              |  | 1,437.50             |
| Other Liabilities                           |                     |                   |          |                  |                      |              |  | -                    |
| Deferred Revenue Real Estate                | 184,282.76          |                   |          |                  |                      |              |  | 184,282.76           |
| Deferred Revenue Other                      | 316,753.33          | 243,348.87        |          | 91,383.58        |                      |              |  | 651,485.78           |
| Landfill Closure and Postclosure Care Costs |                     |                   |          |                  |                      |              |  |                      |
| Accrued Sick/vacation Liability             |                     |                   |          |                  |                      | 325,600.14   |  | 325,600.14           |
| Leases Payable                              |                     |                   |          |                  |                      | 413,028.31   |  | 413,028.31           |
| Notes Payable-Current                       |                     |                   |          |                  |                      |              |  | -                    |
| Bonds Payable                               |                     |                   |          |                  |                      | 8,677,600.00 |  | 8,677,600.00         |
| Authorized & Unissued                       |                     |                   |          |                  |                      | 4,500,000.00 |  | 4,500,000.00         |
| <b>Total Liabilities</b>                    | <b>1,150,286.86</b> | <b>243,348.87</b> | <b>-</b> | <b>91,383.58</b> | <b>13,916,228.45</b> |              |  | <b>15,401,247.76</b> |

|  |                     |                     |                     |                      |
|--|---------------------|---------------------|---------------------|----------------------|
| <b>Fund Equity:</b>                      |                     |                     |                     |                      |
| Fund Balances:                           |                     |                     |                     |                      |
| Reserved:                                |                     |                     |                     |                      |
| Reserved for Encumbrances                | 409,129.45          |                     |                     | 409,129.45           |
| Reserved for Special Articles            | 1,120,565.16        | 150,103.70          |                     | 1,270,668.86         |
| Reserved for Expenditures                | 992,323.00          |                     |                     | 992,323.00           |
| Reserved for Expend-Open Space           |                     | 101,889.46          |                     | 101,889.46           |
| Reserved for Expend-Housing              |                     | 123,800.68          |                     | 123,800.68           |
| Reserved for Expend-Historical           |                     | 72,798.00           |                     | 72,798.00            |
| Reserved for Petty Cash                  |                     |                     |                     |                      |
| Reserved for Over/Under Assessments      |                     |                     |                     |                      |
| Unreserved:                              |                     |                     |                     |                      |
| Unreserved Appropriation Deficits        |                     |                     |                     |                      |
| Undesignated                             | 1,308,452.14        | 4,739,122.65        | 1,502,162.41        | 9,019,525.04         |
| <b>Total Fund Equity</b>                 | <b>3,830,469.75</b> | <b>5,187,714.49</b> | <b>1,502,162.41</b> | <b>11,990,134.49</b> |
| <b>Total Liabilities and Fund Equity</b> | <b>4,980,756.61</b> | <b>5,431,063.36</b> | <b>1,502,162.41</b> | <b>27,391,382.25</b> |

# Net Funded Fixed Debt FY 2014

|                               | BALANCE  |              |         |              | BALANCE   |              |
|-------------------------------|----------|--------------|---------|--------------|-----------|--------------|
|                               | 7/1/2013 |              | RETIRED | ADDITIONS    | 6/30/2014 |              |
| <u>Inside Debt Limit</u>      |          |              |         |              |           |              |
| FIRE STATION                  | \$       | 450,000.00   | \$      | 150,000.00   | \$        | 300,000.00   |
| PURCELL PROPERTY              | \$       | 305,000.00   | \$      | 35,000.00    | \$        | 270,000.00   |
| ASCHETTINO PROPERTY           | \$       | 440,000.00   | \$      | 55,000.00    | \$        | 385,000.00   |
| TITLE V MWPAT                 | \$       | 101,500.00   | \$      | 101,500.00   | \$        | -            |
| TITLE V MWPAT                 | \$       | 213,000.00   | \$      | 20,400.00    | \$        | 192,600.00   |
| TRANSFER STATION              | \$       | 120,000.00   | \$      | 120,000.00   | \$        | -            |
| ELEMENTARY SCHOOL             | \$       | 5,310,000.00 | \$      | 410,000.00   | \$        | 4,900,000.00 |
| MUNICIPAL WATER               | \$       | 3,025,000.00 | \$      | 395,000.00   | \$        | 2,630,000.00 |
| <b>TOTAL BONDS AUTHORIZED</b> |          |              |         |              |           |              |
|                               | \$       | 9,964,500.00 | \$      | 1,286,900.00 | \$        | 8,677,600.00 |
| <b>TOTAL LONG TERM DEBT</b>   |          |              |         |              |           |              |
|                               | \$       | 9,964,500.00 | \$      | 1,286,900.00 | \$        | 8,677,600.00 |

# Revenue June 30, 2014

|   | General           | Community<br>Preservation | Municipal<br>Water Supply | Library<br>Building | Nonmajor<br>Governmental<br>Funds | Total Revenue     |
|---|-------------------|---------------------------|---------------------------|---------------------|-----------------------------------|-------------------|
| <b>REVENUES</b>                         |                   |                           |                           |                     |                                   |                   |
| REAL ESTATE AND PERSONAL PROPERTY TAXES | 18,374,725        |                           |                           |                     |                                   | 18,374,725        |
| MOTOR VEHICLE AND OTHER EXCISE TAXES    | 763,495           |                           |                           |                     |                                   | 763,495           |
| HOTEL/MOTEL TAXES                       | 279,259           |                           |                           |                     |                                   | 279,259           |
| TAX LIENS                               | 24,861            |                           |                           |                     |                                   | 24,861            |
| IN LIEU OF TAXES                        | 7,865             |                           |                           |                     |                                   | 7,865             |
| COMMUNITY PRESERVATION SURCHARGES       | -                 | 546,443                   |                           |                     |                                   | 546,443           |
| CHARGES FOR SERVICES                    |                   |                           |                           |                     | 430,428                           | 430,428           |
| INTERGOVERNMENTAL                       | 1,098,912         | 363,064                   |                           | 866,385             | 580,261                           | 2,908,622         |
| PENALTIES AND INTEREST ON TAXES         | 83,253            |                           |                           |                     |                                   | 83,253            |
| LICENSES, PERMITS AND FEES              | 455,142           |                           |                           |                     |                                   | 455,142           |
| FINES AND FORFEITURES                   | 107,529           |                           |                           |                     |                                   | 107,529           |
| DEPARTMENTAL CONTRIBUTIONS              | 1,647,780         |                           |                           |                     | 449,531                           | 2,097,311         |
| INVESTMENT INCOME                       | 7,935             | 4,708                     |                           |                     | 62,438                            | 62,438            |
|   |                   |                           |                           |                     | 2,983                             | 15,626            |
|   |                   |                           |                           |                     | -                                 | -                 |
| <b>TOTAL REVENUES</b>                   | <b>22,850,756</b> | <b>914,215</b>            | <b>-</b>                  | <b>866,385</b>      | <b>1,525,641</b>                  | <b>26,156,997</b> |



**TOWN OF EASTHAM**  
**SUMMARY OF APPROPRIATIONS & EXPENDITURES**

June 30, 2014

| DESCRIPTION                       | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJUSTMTS | REVISED<br>BUDGET   | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|-----------------------------------|---------------------------|------------------------|---------------------|--------------------------|---------------------|
| <b>MODERATOR</b>                  |                           |                        |                     |                          |                     |
| SALARY                            | 150.00                    |                        | 150.00              | 150.00                   | 0.00                |
| <b>TOTAL MODERATOR</b>            | <b>150.00</b>             |                        | <b>150.00</b>       | <b>150.00</b>            | <b>0.00</b>         |
| <b>SELECTMEN</b>                  |                           |                        |                     |                          |                     |
| SELECTMEN (ELECTED) SALARY        | 7,500.00                  |                        | 7,500.00            | 4,500.00                 | 3,000.00            |
| ADMINISTRATION SALARY             | 380,531.00                | -11,600.00             | 368,931.00          | 334,449.20               | 34,481.80           |
| ADMINISTRATION EXPENSE            | 16,100.00                 |                        | 16,100.00           | 15,749.21                | 350.79              |
| TOTAL SPECIAL ARTICLES FOR FY2014 | 770,733.00                | -21,921.20             | 748,811.80          | 305,595.31               | 443,216.49          |
| CONTINUING APPROPRIATIONS         | 971,125.41                | 971,125.41             | 282,707.93          | 688,417.48               |                     |
| LEGAL SERVICES EXPENSE            | 80,000.00                 |                        | 80,000.00           | 69,106.39                | 10,893.61           |
| TOWN REPORT                       | 8,050.00                  | 2,025.00               | 10,075.00           | 10,066.48                | 8.52                |
| <b>TOTAL SELECTMEN</b>            | <b>1,262,914.00</b>       | <b>939,629.21</b>      | <b>2,202,543.21</b> | <b>1,022,174.52</b>      | <b>1,180,368.69</b> |
| <b>FINANCE COMMITTEE</b>          |                           |                        |                     |                          |                     |
| RESERVE FUND                      | 65,000.00                 | -34,252.65             | 30,747.35           |                          | 30,747.35           |
| <b>TOTAL FINANCE COMMITTEE</b>    | <b>65,000.00</b>          | <b>-34,252.65</b>      | <b>30,747.35</b>    | <b>0.00</b>              | <b>30,747.35</b>    |

| DESCRIPTION                  | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMNTS | REVISED<br>BUDGET | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|------------------------------|---------------------------|------------------------|-------------------|--------------------------|---------------------|
| <b>ACCOUNTANT</b>            |                           |                        |                   |                          |                     |
| SALARY                       | 126,760.00                |                        | 126,760.00        | 117,477.96               | 9,282.04            |
| EXPENSE                      | 38,320.00                 |                        | 38,320.00         | 38,070.00                | 250.00              |
| ENCUMBERED                   |                           | 180.00                 | 180.00            |                          | 180.00              |
| <b>TOTAL ACCOUNTANT</b>      | <b>165,080.00</b>         | <b>180.00</b>          | <b>165,260.00</b> | <b>155,547.96</b>        | <b>9,712.04</b>     |
| <b>ASSESSORS</b>             |                           |                        |                   |                          |                     |
| SALARY                       | 194,717.00                |                        | 194,717.00        | 194,113.48               | 603.52              |
| EXPENSE                      | 26,646.00                 |                        | 26,646.00         | 26,007.66                | 638.34              |
| <b>TOTAL ASSESSORS</b>       | <b>221,363.00</b>         | <b>0.00</b>            | <b>221,363.00</b> | <b>220,121.14</b>        | <b>1,241.86</b>     |
| <b>TREASURER/COLLECTOR</b>   |                           |                        |                   |                          |                     |
| TREASURER (ELECTED) SALARY   |                           |                        |                   |                          |                     |
| SALARY                       | 80,560.00                 |                        | 80,560.00         | 80,560.00                | 0.00                |
| EXPENSE                      | 102,679.00                | 600.00                 | 103,279.00        | 103,278.41               | 0.59                |
| TAX TITLE/FORECLOSURE        | 7,949.00                  |                        | 7,949.00          | 6,192.83                 | 1,756.17            |
| BANK CHARGES                 | 7,000.00                  |                        | 7,000.00          | 3,560.00                 | 3,440.00            |
|                              | 2,400.00                  |                        | 2,400.00          | 2,400.00                 | 0.00                |
| <b>TOTAL TREAS/COLLECTOR</b> | <b>200,588.00</b>         | <b>600.00</b>          | <b>201,188.00</b> | <b>195,991.24</b>        | <b>5,196.76</b>     |
| <b>DATA PROCESSING</b>       |                           |                        |                   |                          |                     |
| SALARY                       | 143,718.00                |                        | 143,718.00        | 143,717.56               | 0.44                |
| EXPENSE                      | 126,073.00                |                        | 126,073.00        | 125,464.37               | 608.63              |
| <b>TOTAL DATA PROCESSING</b> | <b>269,791.00</b>         | <b>0.00</b>            | <b>269,791.00</b> | <b>269,181.93</b>        | <b>609.07</b>       |

| DESCRIPTION                     | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJUSTMTS | REVISED<br>BUDGET | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|---------------------------------|---------------------------|------------------------|-------------------|--------------------------|---------------------|
| CENTRAL PURCHASING              |                           |                        |                   |                          |                     |
| EXPENSE                         | 56,622.00                 |                        | 56,622.00         | 56,480.94                | 141.06              |
| <b>TOTAL CENTRAL PURCHASING</b> | <b>56,622.00</b>          | <b>0.00</b>            | <b>56,622.00</b>  | <b>56,480.94</b>         | <b>141.06</b>       |
| TOWN CLERK                      |                           |                        |                   |                          |                     |
| SALARY-ELECTED                  | 67,317.00                 |                        | 67,317.00         | 67,317.00                | 0.00                |
| SALARY                          | 96,675.00                 |                        | 96,675.00         | 96,672.67                | 2.33                |
| EXPENSE                         | 9,890.00                  |                        | 9,890.00          | 6,517.75                 | 3,372.25            |
| ENCUMBERED                      | 1,295.00                  | 1,295.00               | 1,295.00          |                          | 0.00                |
| ELECTRONIC VOTING MACHINES      |                           | 20,000.00              | 20,000.00         |                          | 20,000.00           |
| <b>TOTAL TOWN CLERK</b>         | <b>173,882.00</b>         | <b>21,295.00</b>       | <b>195,177.00</b> | <b>171,802.42</b>        | <b>23,374.58</b>    |
| NATURAL RESOURCES               |                           |                        |                   |                          |                     |
| SALARY                          | 254,313.00                |                        | 254,313.00        | 243,739.47               | 10,573.53           |
| EXPENSE                         | 29,149.00                 |                        | 29,149.00         | 28,313.95                | 835.05              |
| <b>TOTAL NATURAL RESOURCES</b>  | <b>283,462.00</b>         | <b>0.00</b>            | <b>283,462.00</b> | <b>272,053.42</b>        | <b>11,408.58</b>    |
| PLANNING                        |                           |                        |                   |                          |                     |
| SALARY                          | 75,592.00                 |                        | 75,592.00         | 68,091.43                | 7,500.57            |
| EXPENSE                         | 3,821.00                  |                        | 3,821.00          | 3,410.81                 | 410.19              |
| <b>TOTAL PLANNING</b>           | <b>79,413.00</b>          | <b>0.00</b>            | <b>79,413.00</b>  | <b>71,502.24</b>         | <b>7,910.76</b>     |

| DESCRIPTION                               | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMNTS | REVISED<br>BUDGET   | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|---|---------------------------|------------------------|---------------------|--------------------------|---------------------|
| <b>PUBLIC BUILDINGS/GROUNDS</b>           |                           |                        |                     |                          |                     |
| SALARY                                    | 151,522.00                |                        | 151,522.00          | 142,329.84               | 9,192.16            |
| EXPENSE                                   | 88,806.00                 |                        | 88,806.00           | 87,343.17                | 1,462.83            |
| BULK FUEL                                 | 212,000.00                | -25,700.00             | 186,300.00          | 175,823.04               | 10,476.96           |
| <b>TOTAL BUILDINGS/GROUNDS</b>            | <b>452,328.00</b>         | <b>-25,700.00</b>      | <b>426,628.00</b>   | <b>405,496.05</b>        | <b>21,131.95</b>    |
| <b>ENGINEERING &amp; CONSULTING</b>       |                           |                        |                     |                          |                     |
| WAGES                                     | 1,000.00                  |                        | 1,000.00            | 90.08                    | 909.92              |
| EXPENSE                                   | 3,000.00                  |                        | 3,000.00            | 330.00                   | 2,670.00            |
| ENCUMBERED                                |                           | 600.00                 | 600.00              | 450.00                   | 150.00              |
| <b>TOTAL ENGINEERING &amp; CONSULTING</b> | <b>4,000.00</b>           | <b>600.00</b>          | <b>4,600.00</b>     | <b>870.08</b>            | <b>3,729.92</b>     |
| <b>POLICE</b>                             |                           |                        |                     |                          |                     |
| SALARY                                    | 1,511,113.00              | -1,000.00              | 1,510,113.00        | 1,475,432.44             | 34,680.56           |
| EXPENSE                                   | 171,547.00                |                        | 171,547.00          | 167,123.39               | 4,423.61            |
| DISPATCHER SALARY                         | 298,190.00                | 1,000.00               | 299,190.00          | 298,252.59               | 937.41              |
| DISPATCHER EXPENSE                        | 2,700.00                  |                        | 2,700.00            | 1,937.17                 | 762.83              |
| <b>TOTAL POLICE</b>                       | <b>1,983,550.00</b>       | <b>0.00</b>            | <b>1,983,550.00</b> | <b>1,942,745.59</b>      | <b>40,804.41</b>    |
| <b>FIRE</b>                               |                           |                        |                     |                          |                     |
| SALARY                                    | 1,658,211.00              |                        | 1,658,211.00        | 1,633,160.70             | 25,050.30           |
| EXPENSE                                   | 150,520.00                | 11,200.00              | 161,720.00          | 131,329.64               | 30,390.36           |
| CAPITAL                                   | 119,077.00                |                        | 119,077.00          | 115,571.09               | 3,505.91            |
| ENCUMBERED                                |                           | 990.00                 | 990.00              | 149.70                   | 840.30              |
| <b>TOTAL FIRE</b>                         | <b>1,927,808.00</b>       | <b>12,190.00</b>       | <b>1,939,998.00</b> | <b>1,880,211.13</b>      | <b>59,786.87</b>    |

| DESCRIPTION                     | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMTS | REVISED<br>BUDGET   | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|---------------------------------|---------------------------|-----------------------|---------------------|--------------------------|---------------------|
| <b>BUILDING INSPECTOR</b>       |                           |                       |                     |                          |                     |
| SALARY                          | 208,409.00                |                       | 208,409.00          | 190,937.99               | 17,471.01           |
| EXPENSE                         | 3,049.00                  |                       | 3,049.00            | 1,011.05                 | 2,037.95            |
| <b>TOTAL BUILDING INSPECTOR</b> | <b>211,458.00</b>         | <b>0.00</b>           | <b>211,458.00</b>   | <b>191,949.04</b>        | <b>19,508.96</b>    |
| <b>CIVIL DEFENSE</b>            |                           |                       |                     |                          |                     |
| EXPENSE                         | 100.00                    |                       | 100.00              |                          | 100.00              |
| <b>TOTAL CIVIL DEFENSE</b>      | <b>100.00</b>             |                       | <b>100.00</b>       | <b>0.00</b>              | <b>100.00</b>       |
| <b>TREE WARDEN</b>              |                           |                       |                     |                          |                     |
| EXPENSE                         | 420.00                    |                       | 420.00              | 420.00                   | 0.00                |
| <b>TOTAL TREE WARDEN</b>        | <b>420.00</b>             |                       | <b>420.00</b>       | <b>420.00</b>            | <b>0.00</b>         |
| <b>EDUCATION</b>                |                           |                       |                     |                          |                     |
| ELEMENTARY SCHOOL EXPENSE       | 3,689,762.00              |                       | 3,689,762.00        | 3,214,733.92             | 475,028.08          |
| ELEMENTARY SCHOOL ENCUMBERED    |                           | 316,135.13            | 316,135.13          | 315,700.70               | 434.43              |
| ARTICLES CARRIED FORWARD        |                           | 4,428.27              | 4,428.27            | 0.00                     | 4,428.27            |
| NAUSET OPERATING ASSESSMENTS    | 4,364,612.00              |                       | 4,364,612.00        | 4,359,953.00             | 4,659.00            |
| CAPE COD REGIONAL TECHNICAL HS  | 234,197.00                |                       | 234,197.00          | 234,197.00               | 0.00                |
| <b>TOTAL EDUCATION</b>          | <b>8,288,571.00</b>       | <b>320,563.40</b>     | <b>8,609,134.40</b> | <b>8,124,584.62</b>      | <b>484,549.78</b>   |

| DESCRIPTION                      | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMNTS | REVISED<br>BUDGET | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|----------------------------------|---------------------------|------------------------|-------------------|--------------------------|---------------------|
|                                  |                           |                        |                   |                          |                     |
| <b>DPW</b>                       |                           |                        |                   |                          |                     |
| SALARY                           | 510,341.00                |                        | 510,341.00        | 471,944.81               | 38,396.19           |
| EXPENSE                          | 118,137.00                |                        | 118,137.00        | 101,797.47               | 16,339.53           |
| CAPITAL                          | 15,500.00                 |                        | 15,500.00         | 15,499.64                | 0.36                |
| ENCUMBERED                       |                           | 49,736.20              | 49,736.20         | 49,736.20                | 0.00                |
| <b>TOTAL DPW</b>                 | <b>643,978.00</b>         | <b>49,736.20</b>       | <b>693,714.20</b> | <b>638,978.12</b>        | <b>54,736.08</b>    |
| <b>SNOW AND ICE</b>              |                           |                        |                   |                          |                     |
| SALARY                           | 32,160.00                 | 10,980.00              | 43,140.00         | 43,139.12                | 0.88                |
| EXPENSE                          | 16,500.00                 | 36,739.00              | 53,239.00         | 53,239.00                | 0.00                |
| <b>TOTAL SNOW AND ICE</b>        | <b>48,660.00</b>          | <b>47,719.00</b>       | <b>96,379.00</b>  | <b>96,378.12</b>         | <b>0.88</b>         |
| <b>STREETLIGHTING</b>            |                           |                        |                   |                          |                     |
|                                  | 7,600.00                  |                        | 7,600.00          | 6,067.56                 | 1,532.44            |
| <b>TOTAL STREETLIGHTING</b>      | <b>7,600.00</b>           | <b>0.00</b>            | <b>7,600.00</b>   | <b>6,067.56</b>          | <b>1,532.44</b>     |
| <b>COLLECTION/DISPOSAL</b>       |                           |                        |                   |                          |                     |
| SALARY                           | 176,845.00                |                        | 176,845.00        | 170,507.34               | 6,337.66            |
| EXPENSE                          | 302,833.00                | 50,000.00              | 352,833.00        | 352,833.00               | 0.00                |
| <b>TOTAL COLLECTION/DISPOSAL</b> | <b>479,678.00</b>         | <b>50,000.00</b>       | <b>529,678.00</b> | <b>523,340.34</b>        | <b>6,337.66</b>     |

| DESCRIPTION                            | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMTS | REVISED<br>BUDGET | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|--|---------------------------|-----------------------|-------------------|--------------------------|---------------------|
| <b>VETERANS</b>                        |                           |                       |                   |                          |                     |
| GRAVE OFFICER                          | 75.00                     |                       | 75.00             | 75.00                    | 0.00                |
| ASSESSMENT                             | 19,385.00                 |                       | 19,385.00         | 19,385.00                | 0.00                |
| BENEFITS                               | 12,500.00                 |                       | 12,500.00         | 9,579.67                 | 2,920.33            |
| ENCUMBERED                             |                           | 350.00                | 350.00            | 49.70                    | 300.30              |
| <b>TOTAL VETERANS</b>                  | <b>31,960.00</b>          | <b>350.00</b>         | <b>32,310.00</b>  | <b>29,089.37</b>         | <b>3,220.63</b>     |
| <b>HEALTH</b>                          |                           |                       |                   |                          |                     |
| SALARY                                 | 178,735.00                |                       | 178,735.00        | 175,779.58               | 2,955.42            |
| EXPENSE                                | 22,620.00                 |                       | 22,620.00         | 13,678.73                | 8,941.27            |
| NURSE                                  | 4,000.00                  |                       | 4,000.00          | 786.25                   | 3,213.75            |
| ENCUMBERED                             |                           | 725.08                | 725.08            | 630.08                   | 95.00               |
| INSPECTION OF ANIMALS                  | 250.00                    |                       | 250.00            | 250.00                   | 0.00                |
| <b>TOTAL HEALTH</b>                    | <b>205,605.00</b>         | <b>725.08</b>         | <b>206,330.08</b> | <b>191,124.64</b>        | <b>15,205.44</b>    |
| <b>COUNCIL ON AGING/ADULT DAY CARE</b> |                           |                       |                   |                          |                     |
| SALARY                                 | 263,024.00                |                       | 263,024.00        | 246,047.50               | 16,976.50           |
| EXPENSE                                | 32,454.00                 |                       | 32,454.00         | 30,414.19                | 2,039.81            |
| <b>TOTAL COUNCIL ON AGING</b>          | <b>295,478.00</b>         | <b>0.00</b>           | <b>295,478.00</b> | <b>276,461.69</b>        | <b>19,016.31</b>    |
| <b>HUMAN SERVICES</b>                  |                           |                       |                   |                          |                     |
| EXPENSE                                | 63,000.00                 |                       | 63,000.00         | 63,000.00                | 0.00                |
| <b>TOTAL HUMAN SERVICES</b>            | <b>63,000.00</b>          |                       | <b>63,000.00</b>  | <b>63,000.00</b>         | <b>0.00</b>         |

| DESCRIPTION                      | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMNTS | REVISED<br>BUDGET   | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|----------------------------------|---------------------------|------------------------|---------------------|--------------------------|---------------------|
|                                  |                           |                        |                     |                          |                     |
| <b>LIBRARY</b>                   |                           |                        |                     |                          |                     |
| SALARY                           | 227,511.00                | -2,025.00              | 225,486.00          | 203,298.59               | 22,187.41           |
| EXPENSE                          | 80,825.00                 |                        | 80,825.00           | 79,134.99                | 1,690.01            |
| <b>TOTAL LIBRARY</b>             | <b>308,336.00</b>         | <b>-2,025.00</b>       | <b>306,311.00</b>   | <b>282,433.58</b>        | <b>23,877.42</b>    |
| <b>BEACH</b>                     |                           |                        |                     |                          |                     |
| SALARY                           | 270,712.00                |                        | 270,712.00          | 252,960.61               | 17,751.39           |
| EXPENSE                          | 64,652.00                 |                        | 64,652.00           | 64,302.95                | 349.05              |
| CAPITAL                          | 8,223.00                  |                        | 8,223.00            | 8,222.99                 | 0.01                |
| <b>TOTAL BEACH</b>               | <b>343,587.00</b>         | <b>0.00</b>            | <b>343,587.00</b>   | <b>325,486.55</b>        | <b>18,100.45</b>    |
| <b>PRINCIPAL AND INTEREST</b>    |                           |                        |                     |                          |                     |
| FIRE STATION BLDG PRINCIPAL      | 150,000.00                |                        | 150,000.00          | 150,000.00               | 0.00                |
| LANDFILL CAPPING PRINCIPAL       | 73,059.00                 |                        | 73,059.00           | 73,058.58                | 0.42                |
| TRANSFER STATION PRINCIPAL       | 120,000.00                |                        | 120,000.00          | 120,000.00               | 0.00                |
| SEPTIC BETTERMENT LOAN PRINCIPAL | 20,400.00                 |                        | 20,400.00           | 20,400.00                | 0.00                |
| PURCELL LAND PRINCIPAL           | 35,000.00                 |                        | 35,000.00           | 35,000.00                | 0.00                |
| INTEREST ON LONG TERM DEBT       | 324,674.00                |                        | 324,674.00          | 324,673.72               | 0.28                |
| INTEREST EXPENSE                 | 10,000.00                 |                        | 10,000.00           | 0.00                     | 10,000.00           |
| EASTHAM ELEMENTARY               | 410,000.00                |                        | 410,000.00          | 410,000.00               | 0.00                |
| MUNICIPAL WATER                  | 395,000.00                |                        | 395,000.00          | 395,000.00               | 0.00                |
| <b>TOTAL DEBT</b>                | <b>1,538,133.00</b>       | <b>0.00</b>            | <b>1,538,133.00</b> | <b>1,528,132.30</b>      | <b>10,000.70</b>    |



| DESCRIPTION                           | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMTS | REVISED<br>BUDGET    | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|---------------------------------------|---------------------------|-----------------------|----------------------|--------------------------|---------------------|
| <b>ASSESSMENTS</b>                    |                           |                       |                      |                          |                     |
| COUNTY                                | 228,561.00                |                       | 228,561.00           | 228,561.00               | 0.00                |
| STATE                                 | 297,425.00                |                       | 297,425.00           | 313,458.00               | -16,033.00          |
| <b>TOTAL COUNTY/STATE ASSESSMENTS</b> | <b>525,986.00</b>         | <b>525,986.00</b>     | <b>542,019.00</b>    | <b>-16,033.00</b>        |                     |
| <b>BENEFITS AND INSURANCE</b>         |                           |                       |                      |                          |                     |
| EXPENSE                               | 13,500.00                 |                       | 13,500.00            | 5,264.15                 | 8,235.85            |
| RETIREMENT ASSESSMENT                 | 1,254,081.00              | 2,452.65              | 1,256,533.65         | 1,256,533.65             | 0.00                |
| UNEMPLOYMENT                          | 10,000.00                 |                       | 10,000.00            | 9,388.65                 | 611.35              |
| HEALTH INSURANCE/MEDICARE TOWN SHARE  | 1,904,576.00              | -23,000.00            | 1,881,576.00         | 1,879,042.05             | 2,533.95            |
| TOWN INSURANCE PREMIUMS               | 325,600.00                | -9,700.00             | 315,900.00           | 293,269.88               | 22,630.12           |
| ENCUMBERED                            |                           | 20,000.00             | 20,000.00            | 8,162.00                 | 11,838.00           |
| <b>TOTAL BENEFITS AND INSURANCE</b>   | <b>3,507,757.00</b>       | <b>-10,247.35</b>     | <b>3,497,509.65</b>  | <b>3,451,660.38</b>      | <b>45,849.27</b>    |
| <b>TOTAL BUDGET</b>                   | <b>23,646,2580.00</b>     | <b>1,371,362.89</b>   | <b>25,017,620.89</b> | <b>22,935,453.97</b>     | <b>2,082,166.92</b> |

**TOWN OF EASTHAM**  
**SUMMARY OF APPROPRIATIONS & EXPENDITURES**

December 31, 2014

| DESCRIPTION                    | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMTS | REVISED<br>BUDGET   | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|--------------------------------|---------------------------|-----------------------|---------------------|--------------------------|---------------------|
| <b>MODERATOR</b>               |                           |                       |                     |                          |                     |
| SALARY                         | 150.00                    |                       | 150.00              | 0.00                     | 150.00              |
| <b>TOTAL MODERATOR</b>         | <b>150.00</b>             | <b>0.00</b>           | <b>150.00</b>       | <b>0.00</b>              | <b>150.00</b>       |
| <b>SELECTMEN</b>               |                           |                       |                     |                          |                     |
| SELECTMEN (ELECTED) SALARY     | 10,000.00                 |                       | 10,000.00           | 3,000.00                 | 7,000.00            |
| ADMINISTRATION SALARY          | 387,720.00                |                       | 387,720.00          | 155,136.62               | 232,583.38          |
| ADMINISTRATION EXPENSE         | 16,100.00                 |                       | 16,100.00           | 10,148.53                | 5,951.47            |
| TOTAL ARTICLES FOR FY2015      | 826,277.00                | -64,188.00            | 762,089.00          | 153,910.36               | 608,178.64          |
| CONTINUING APPROPRIATIONS      |                           | 1,116,136.89          | 1,116,136.89        | 170,756.68               | 945,380.21          |
| LEGAL SERVICES EXPENSE         | 80,000.00                 |                       | 80,000.00           | 13,455.18                | 66,544.82           |
| TOWN REPORT                    | 8,050.00                  |                       | 8,050.00            | 8,050.00                 |                     |
| <b>TOTAL SELECTMEN</b>         | <b>1,328,147.00</b>       | <b>1,051,948.89</b>   | <b>2,380,095.89</b> | <b>506,407.37</b>        | <b>1,873,688.52</b> |
| <b>FINANCE COMMITTEE</b>       |                           |                       |                     |                          |                     |
| RESERVE FUND                   | 65,000.00                 | -22,819.31            | 42,180.69           |                          | 42,180.69           |
| <b>TOTAL FINANCE COMMITTEE</b> | <b>65,000.00</b>          | <b>-22,819.31</b>     | <b>42,180.69</b>    | <b>0.00</b>              | <b>42,180.69</b>    |

| DESCRIPTION                  | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMTS | REVISED<br>BUDGET | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|------------------------------|---------------------------|-----------------------|-------------------|--------------------------|---------------------|
| <b>ACCOUNTANT</b>            |                           |                       |                   |                          |                     |
| SALARY                       | 126,375.00                | 1,820.00              | 128,195.00        | 59,787.16                | 68,407.84           |
| EXPENSE                      | 33,820.00                 |                       | 33,820.00         | 29,020.00                | 4,800.00            |
| <b>TOTAL ACCOUNTANT</b>      | <b>160,195.00</b>         | <b>1,820.00</b>       | <b>162,015.00</b> | <b>88,807.16</b>         | <b>73,207.84</b>    |
| <b>ASSESSORS</b>             |                           |                       |                   |                          |                     |
| SALARY                       | 195,479.00                |                       | 195,479.00        | 89,055.05                | 106,423.95          |
| EXPENSE                      | 25,777.00                 |                       | 25,777.00         | 21,504.51                | 4,272.49            |
| <b>TOTAL ASSESSORS</b>       | <b>221,256.00</b>         | <b>0.00</b>           | <b>221,256.00</b> | <b>110,559.56</b>        | <b>110,696.44</b>   |
| <b>TREASURER/COLLECTOR</b>   |                           |                       |                   |                          |                     |
| SALARY                       | 182,988.00                | 9,800.00              | 192,788.00        | 95,500.45                | 97,287.55           |
| EXPENSE                      | 7,970.00                  |                       | 7,970.00          | 2,791.42                 | 5,178.58            |
| TAX TITLE/FORECLOSURE        | 7,000.00                  |                       | 7,000.00          | 0.00                     | 7,000.00            |
| BANK CHARGES                 | 1,500.00                  |                       | 1,500.00          | 900.00                   | 600.00              |
| <b>TOTAL TREAS/COLLECTOR</b> | <b>199,458.00</b>         | <b>9,800.00</b>       | <b>209,258.00</b> | <b>99,191.87</b>         | <b>110,066.13</b>   |
| <b>DATA PROCESSING</b>       |                           |                       |                   |                          |                     |
| SALARY                       | 144,348.00                | 2,800.00              | 147,148.00        | 71,958.92                | 75,189.08           |
| EXPENSE                      | 134,754.00                |                       | 134,754.00        | 67,375.75                | 67,378.25           |
| <b>TOTAL DATA PROCESSING</b> | <b>279,102.00</b>         | <b>2,800.00</b>       | <b>281,902.00</b> | <b>139,334.67</b>        | <b>142,567.33</b>   |

| DESCRIPTION                     | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMTS | REVISED<br>BUDGET | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|---------------------------------|---------------------------|-----------------------|-------------------|--------------------------|---------------------|
| CENTRAL PURCHASING<br>EXPENSE   | 56,648.00                 |                       | 56,648.00         | 32,179.47                | 24,468.53           |
| <b>TOTAL CENTRAL PURCHASING</b> | <b>56,648.00</b>          | <b>0.00</b>           | <b>56,648.00</b>  | <b>32,179.47</b>         | <b>24,468.53</b>    |
| TOWN CLERK                      |                           |                       |                   |                          |                     |
| SALARY-ELECTED                  | 67,317.00                 |                       | 67,317.00         | 36,247.68                | 31,069.32           |
| SALARY                          | 99,501.00                 |                       | 99,501.00         | 42,403.67                | 57,097.33           |
| EXPENSE                         | 9,890.00                  |                       | 9,890.00          | 3,097.48                 | 6,792.52            |
| <b>TOTAL TOWN CLERK</b>         | <b>176,708.00</b>         | <b>0.00</b>           | <b>176,708.00</b> | <b>81,748.83</b>         | <b>94,959.17</b>    |
| NATURAL RESOURCES               |                           |                       |                   |                          |                     |
| SALARY                          | 222,828.00                |                       | 222,828.00        | 88,759.84                | 134,068.16          |
| EXPENSE                         | 28,634.00                 |                       | 28,634.00         | 7,571.26                 | 21,062.74           |
| ENCUMBERED                      |                           | 35.00                 | 35.00             | 34.73                    | 0.27                |
| <b>TOTAL NATURAL RESOURCES</b>  | <b>251,462.00</b>         | <b>35.00</b>          | <b>251,497.00</b> | <b>96,365.83</b>         | <b>155,131.17</b>   |
| PLANNING                        |                           |                       |                   |                          |                     |
| SALARY                          | 109,345.00                |                       | 109,345.00        | 32,779.21                | 76,565.79           |
| EXPENSE                         | 2,735.00                  |                       | 2,735.00          | 225.82                   | 2,509.18            |
| <b>TOTAL PLANNING</b>           | <b>112,080.00</b>         | <b>0.00</b>           | <b>112,080.00</b> | <b>33,005.03</b>         | <b>79,074.97</b>    |

| DESCRIPTION                               | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMTS | REVISED<br>BUDGET   | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|---|---------------------------|-----------------------|---------------------|--------------------------|---------------------|
| <b>PUBLIC BUILDINGS/GROUNDS</b>           |                           |                       |                     |                          |                     |
| SALARY                                    | 144,506.00                | 1,550.00              | 146,056.00          | 72,186.84                | 73,869.16           |
| EXPENSE                                   | 88,806.00                 |                       | 88,806.00           | 43,045.16                | 45,760.84           |
| BULK FUEL                                 | 212,000.00                |                       | 212,000.00          | 64,402.66                | 147,597.34          |
| <b>TOTAL BUILDINGS/GROUNDS</b>            | <b>445,312.00</b>         | <b>1,550.00</b>       | <b>446,862.00</b>   | <b>179,634.66</b>        | <b>267,227.34</b>   |
| <b>ENGINEERING &amp; CONSULTING</b>       |                           |                       |                     |                          |                     |
| WAGES                                     | 4,000.00                  |                       | 4,000.00            | 0.00                     | 4,000.00            |
| <b>TOTAL ENGINEERING &amp; CONSULTING</b> | <b>4,000.00</b>           | <b>0.00</b>           | <b>4,000.00</b>     | <b>0.00</b>              | <b>4,000.00</b>     |
| <b>POLICE</b>                             |                           |                       |                     |                          |                     |
| SALARY                                    | 1,524,512.00              | 22,703.00             | 1,547,215.00        | 754,838.93               | 792,376.07          |
| EXPENSE                                   | 174,555.00                |                       | 174,555.00          | 124,033.08               | 50,521.92           |
| DISPATCHER SALARY                         | 299,750.00                | 3,644.00              | 303,394.00          | 139,964.21               | 163,429.79          |
| DISPATCHER EXPENSE                        | 2,700.00                  |                       | 2,700.00            | 37.90                    | 2,662.10            |
| <b>TOTAL POLICE</b>                       | <b>2,001,517.00</b>       | <b>26,347.00</b>      | <b>2,027,864.00</b> | <b>1,018,874.12</b>      | <b>1,008,989.88</b> |
| <b>FIRE</b>                               |                           |                       |                     |                          |                     |
| SALARY                                    | 1,709,318.00              |                       | 1,709,318.00        | 790,257.48               | 919,060.52          |
| EXPENSE                                   | 151,880.00                |                       | 151,880.00          | 54,437.52                | 97,442.48           |
| CAPITAL                                   | 104,500.00                |                       | 104,500.00          | 104,494.56               | 5.44                |
| ENCUMBERED                                |                           | 4,752.00              | 4,752.00            | 4,752.00                 | 0.00                |
| <b>TOTAL FIRE</b>                         | <b>1,965,698.00</b>       | <b>4,752.00</b>       | <b>1,970,450.00</b> | <b>953,941.56</b>        | <b>1,016,508.44</b> |

| DESCRIPTION                     | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMTS | REVISED<br>BUDGET   | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|---------------------------------|---------------------------|-----------------------|---------------------|--------------------------|---------------------|
| <b>BUILDING INSPECTOR</b>       |                           |                       |                     |                          |                     |
| SALARY                          | 208,409.00                | 3,110.00              | 211,519.00          | 107,511.24               | 104,007.76          |
| EXPENSE                         | 3,049.00                  |                       | 3,049.00            | 2,290.46                 | 758.54              |
| <b>TOTAL BUILDING INSPECTOR</b> | <b>211,458.00</b>         | <b>3,110.00</b>       | <b>214,568.00</b>   | <b>109,801.70</b>        | <b>104,766.30</b>   |
| <b>CIVIL DEFENSE</b>            |                           |                       |                     |                          |                     |
| EXPENSE                         | 100.00                    |                       | 100.00              |                          | 100.00              |
| <b>TOTAL CIVIL DEFENSE</b>      | <b>100.00</b>             | <b>0.00</b>           | <b>100.00</b>       | <b>0.00</b>              | <b>100.00</b>       |
| <b>TREE WARDEN</b>              |                           |                       |                     |                          |                     |
| EXPENSE                         | 420.00                    | 0.00                  | 420.00              |                          | 420.00              |
| <b>TOTAL TREE WARDEN</b>        | <b>420.00</b>             | <b>0.00</b>           | <b>420.00</b>       | <b>0.00</b>              | <b>420.00</b>       |
| <b>EDUCATION</b>                |                           |                       |                     |                          |                     |
| ELEMENTARY SCHOOL EXPENSE       | 3,778,336.00              |                       | 3,778,336.00        | 1,424,897.20             | 2,353,438.80        |
| ELEMENTARY SCHOOL ENCUMBERED    |                           | 401,843.45            | 401,843.45          | 399,730.68               | 2,112.77            |
| ARTICLES CARRIED FORWARD        |                           | 4,428.27              | 4,428.27            |                          | 4,428.27            |
| NAUSET OPERATING ASSESSMENTS    | 4,583,679.00              |                       | 4,583,679.00        | 2,291,840.00             | 2,291,839.00        |
| CAPE COD REGIONAL TECHNICAL HS  | 226,353.00                |                       | 226,353.00          | 135,811.00               | 90,542.00           |
| <b>TOTAL EDUCATION</b>          | <b>8,588,368.00</b>       | <b>406,271.72</b>     | <b>8,994,639.72</b> | <b>4,252,278.88</b>      | <b>4,742,360.84</b> |

| DESCRIPTION                      | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMNTS | REVISED<br>BUDGET | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|----------------------------------|---------------------------|------------------------|-------------------|--------------------------|---------------------|
|                                  |                           |                        |                   |                          |                     |
| <b>DPW</b>                       |                           |                        |                   |                          |                     |
| SALARY                           | 510,062.00                | 7,583.00               | 517,645.00        | 239,479.69               | 278,165.31          |
| EXPENSE                          | 118,911.00                |                        | 118,911.00        | 48,028.78                | 70,882.22           |
| CAPITAL                          | 15,500.00                 |                        | 15,500.00         | 15,499.64                | 0.36                |
| <b>TOTAL DPW</b>                 | <b>644,473.00</b>         | <b>7,583.00</b>        | <b>652,056.00</b> | <b>303,008.11</b>        | <b>349,047.89</b>   |
| <b>SNOW AND ICE</b>              |                           |                        |                   |                          |                     |
| SALARY                           | 32,160.00                 |                        | 32,160.00         | 265.46                   | 31,894.54           |
| EXPENSE                          | 16,500.00                 |                        | 16,500.00         | 5,332.08                 | 11,167.92           |
| <b>TOTAL SNOW AND ICE</b>        | <b>48,660.00</b>          | <b>0.00</b>            | <b>48,660.00</b>  | <b>5,597.54</b>          | <b>43,062.46</b>    |
| <b>STREETLIGHTING</b>            |                           |                        |                   |                          |                     |
| EXPENSE                          | 7,600.00                  |                        | 7,600.00          | 2,413.33                 | 5,186.67            |
| <b>TOTAL STREETLIGHTING</b>      | <b>7,600.00</b>           | <b>0.00</b>            | <b>7,600.00</b>   | <b>2,413.33</b>          | <b>5,186.67</b>     |
| <b>COLLECTION/DISPOSAL</b>       |                           |                        |                   |                          |                     |
| SALARY                           | 171,734.00                | 2,676.00               | 174,410.00        | 85,735.46                | 88,674.54           |
| EXPENSE                          | 463,332.00                |                        | 463,332.00        | 279,339.54               | 183,992.46          |
| CAPITAL                          |                           | 20,959.31              | 20,959.31         |                          | 20,959.31           |
| <b>TOTAL COLLECTION/DISPOSAL</b> | <b>635,066.00</b>         | <b>23,635.31</b>       | <b>658,701.31</b> | <b>365,075.00</b>        | <b>293,626.31</b>   |

| DESCRIPTION                   | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMTS | REVISED<br>BUDGET | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|-------------------------------|---------------------------|-----------------------|-------------------|--------------------------|---------------------|
| <b>VETERANS</b>               |                           |                       |                   |                          |                     |
| GRAVE OFFICER                 | 75.00                     |                       | 75.00             |                          | 75.00               |
| ASSESSMENT                    | 19,900.00                 |                       | 19,900.00         | 19,861.06                | 38.94               |
| BENEFITS                      | 12,300.00                 |                       | 12,300.00         | 5,218.58                 | 7,081.42            |
| ENCUMBERED                    |                           | 1,000.00              | 1,000.00          | 26.14                    | 973.86              |
| <b>TOTAL VETERANS</b>         | <b>32,275.00</b>          | <b>1,000.00</b>       | <b>33,275.00</b>  | <b>25,105.78</b>         | <b>8,169.22</b>     |
| <b>HEALTH</b>                 |                           |                       |                   |                          |                     |
| SALARY                        | 179,122.00                | 1,000.00              | 180,122.00        | 88,348.48                | 91,773.52           |
| EXPENSE                       | 23,120.00                 |                       | 23,120.00         | 5,673.88                 | 17,446.12           |
| NURSE                         | 4,000.00                  |                       | 4,000.00          | 937.50                   | 3,062.50            |
| ENCUMBERED                    |                           | 1,499.00              | 1,499.00          | 680.00                   | 819.00              |
| INSPECTION OF ANIMALS         | 250.00                    |                       | 250.00            | 89.81                    | 160.19              |
| <b>TOTAL HEALTH</b>           | <b>206,492.00</b>         | <b>2,499.00</b>       | <b>208,991.00</b> | <b>95,729.67</b>         | <b>113,261.33</b>   |
| <b>COUNCIL ON AGING</b>       |                           |                       |                   |                          |                     |
| SALARY                        | 239,064.00                | 5,000.00              | 244,064.00        | 131,208.05               | 112,855.95          |
| EXPENSE                       | 30,331.00                 |                       | 30,331.00         | 10,154.74                | 20,176.26           |
| <b>TOTAL COUNCIL ON AGING</b> | <b>269,395.00</b>         | <b>5,000.00</b>       | <b>274,395.00</b> | <b>141,362.79</b>        | <b>133,032.21</b>   |
| <b>HUMAN SERVICES</b>         |                           |                       |                   |                          |                     |
| EXPENSE                       | 64,575.00                 |                       | 64,575.00         | 16,268.75                | 48,306.25           |
| <b>TOTAL HUMAN SERVICES</b>   | <b>64,575.00</b>          | <b>0.00</b>           | <b>64,575.00</b>  | <b>16,268.75</b>         | <b>48,306.25</b>    |



| DESCRIPTION                       | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJSTMTS | REVISED<br>BUDGET   | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|-----------------------------------|---------------------------|-----------------------|---------------------|--------------------------|---------------------|
| <b>LIBRARY</b>                    |                           |                       |                     |                          |                     |
| SALARY                            | 222,908.00                | 4,362.00              | 227,270.00          | 112,558.07               | 114,711.93          |
| EXPENSE                           | 81,325.00                 |                       | 81,325.00           | 36,326.50                | 44,998.50           |
| <b>TOTAL LIBRARY</b>              | <b>304,233.00</b>         | <b>4,362.00</b>       | <b>308,595.00</b>   | <b>148,884.57</b>        | <b>159,710.43</b>   |
| <b>BEACH</b>                      |                           |                       |                     |                          |                     |
| SALARY                            | 270,457.00                |                       | 270,457.00          | 174,665.73               | 95,791.27           |
| EXPENSE                           | 65,382.00                 |                       | 65,382.00           | 39,140.71                | 26,241.29           |
| <b>TOTAL BEACH</b>                | <b>335,839.00</b>         | <b>0.00</b>           | <b>335,839.00</b>   | <b>213,806.44</b>        | <b>122,032.56</b>   |
| <b>PRINCIPAL AND INTEREST</b>     |                           |                       |                     |                          |                     |
| FIRE STATION BLDG PRINCIPAL       | 150,000.00                |                       | 150,000.00          | 150,000.00               | 0.00                |
| SEPTIC BETTERMENT LOAN PRINCIPAL  | 20,400.00                 |                       | 20,400.00           | 20,400.00                | 0.00                |
| ASCHETTINO/PURCELL LAND PRINCIPAL | 40,000.00                 |                       | 40,000.00           |                          | 40,000.00           |
| ELEMENTARY SCHOOL                 | 410,000.00                |                       | 410,000.00          | 410,000.00               | 0.00                |
| INTEREST ON LONG TERM DEBT        | 280,258.00                |                       | 280,258.00          | 146,360.00               | 133,898.00          |
| INTEREST EXPENSE                  | 10,000.00                 |                       | 10,000.00           |                          | 10,000.00           |
| MUNICIPAL WATER                   | 395,000.00                |                       | 395,000.00          |                          | 395,000.00          |
| <b>TOTAL DEBT</b>                 | <b>1,305,658.00</b>       | <b>0.00</b>           | <b>1,305,658.00</b> | <b>726,760.00</b>        | <b>578,898.00</b>   |

| DESCRIPTION                           | ORIGINAL<br>APPROPRIATION | TRANSFERS<br>ADJUSTMTS | REVISED<br>BUDGET    | YEAR TO DATE<br>EXPENDED | AVAILABLE<br>BUDGET |
|---------------------------------------|---------------------------|------------------------|----------------------|--------------------------|---------------------|
| <b>ASSESSMENTS</b>                    |                           |                        |                      |                          |                     |
| COUNTY                                | 234,275.00                |                        | 234,275.00           | 115,741.00               | 118,534.00          |
| STATE                                 | 317,867.00                |                        | 317,867.00           | 132,453.00               | 185,414.00          |
| <b>TOTAL COUNTY/STATE ASSESSMENTS</b> | <b>552,142.00</b>         | <b>0.00</b>            | <b>552,142.00</b>    | <b>248,194.00</b>        | <b>303,948.00</b>   |
| <b>BENEFITS AND INSURANCE</b>         |                           |                        |                      |                          |                     |
| EXPENSE                               | 13,500.00                 |                        | 13,500.00            | 3,575.38                 | 9,924.62            |
| RETIREMENT ASSESSMENT                 | 1,317,678.00              |                        | 1,317,678.00         | 1,317,677.91             | 0.09                |
| UNEMPLOYMENT                          | 10,000.00                 |                        | 10,000.00            | 4,770.48                 | 5,229.52            |
| HEALTH INSURANCE/MEDICARE TOWN        | 1,975,000.00              |                        | 1,975,000.00         | 963,202.36               | 1,011,797.64        |
| TOWN INSURANCE PREMIUMS               | 325,600.00                |                        | 325,600.00           | 288,602.43               | 36,997.57           |
| <b>TOTAL BENEFITS AND INSURANCE</b>   | <b>3,641,778.00</b>       | <b>0.00</b>            | <b>2,577,828.56</b>  | <b>1,063,949.44</b>      |                     |
| <b>TOTAL BUDGET</b>                   | <b>24,115,265.00</b>      | <b>25,644,959.61</b>   | <b>12,572,165.25</b> | <b>13,072,794.36</b>     |                     |

**SALARIES/WAGES**  
**Paid in FY 2014**

| NAME                    | POSITION                         | BASE PAY      | OVERTIME | LONGEVITY   | OTHER        | TOTAL                |
|-------------------------|----------------------------------|---------------|----------|-------------|--------------|----------------------|
| <b>Selectmen</b>        |                                  |               |          |             |              |                      |
| Adams, Wallace          | Selectman                        | \$ -          |          |             |              | \$ -                 |
| Burt, Linda             | Selectman                        | \$ -          |          |             |              | \$ -                 |
| Eckman, Aimee           | Selectman                        | \$ 1,500.00   |          |             |              | \$ 1,500.00          |
| McDonald, Martin        | Selectman                        | \$ 1,500.00   |          |             |              | \$ 1,500.00          |
| Knight, John            | Selectman                        | \$ 1,500.00   |          |             |              | \$ 1,500.00          |
|                         |                                  |               |          |             |              | <u>\$ 4,500.00</u>   |
| <b><u>Moderator</u></b> |                                  |               |          |             |              |                      |
| Schropter, David        | Moderator                        | \$ 150.00     |          |             |              | \$ 150.00            |
|                         |                                  |               |          |             |              | <u>\$ 150.00</u>     |
| <b>Administration</b>   |                                  |               |          |             |              |                      |
| Anderson, Madeleine     | Receptionist/Office Assistant II | \$ 25,454.60  |          |             |              | \$ 25,454.60         |
| Balmer, Nanette         | Assistant Town Administrator     | \$ 82,315.16  |          |             | \$ 300.00    | \$ 82,615.16         |
| Gillespie-Lee, Laura    | Administrative Assistant         | \$ 10,968.86  |          |             |              | \$ 10,968.86         |
| Shaw, Elizabeth         | Administrative Assistant         | \$ 54,458.08  |          |             |              | \$ 54,458.08         |
| Vanderhoef, Sheila      | Town Administrator               | \$ 147,652.67 |          | \$ 3,150.00 | \$ 10,300.00 | \$ 161,102.67        |
|                         |                                  |               |          |             |              | <u>\$ 334,599.37</u> |
| <b>Assessing</b>        |                                  |               |          |             |              |                      |
| Cabral, Bruce           | Data Collector                   | \$ 37,457.41  |          |             |              | \$ 37,457.41         |
| Gyurits, Janet          | Office Assistant II              | \$ 19,166.90  |          |             |              | \$ 19,166.90         |
| McAleer, Gail           | Deputy Assessor                  | \$ 90,452.16  |          | \$ 750.00   |              | \$ 91,202.16         |
| Nicholson, Cynthia      | Assistant to Deputy Assessor     | \$ 46,551.96  |          | \$ 600.00   |              | \$ 47,151.96         |
|                         |                                  |               |          |             |              | <u>\$ 194,978.43</u> |

**SALARIES/WAGES, continued**

| <b>NAME</b>                           | <b>POSITION</b>                 | <b>BASE PAY</b> | <b>OVERTIME</b> | <b>LONGEVITY</b> | <b>OTHER</b> | <b>TOTAL</b>                |
|---------------------------------------|---------------------------------|-----------------|-----------------|------------------|--------------|-----------------------------|
| <b><u>Town Accountant Office</u></b>  |                                 |                 |                 |                  |              |                             |
| Donahue, Noreen                       | Assistant Town Accountant       | \$ 63,725.76    |                 | \$ 600.00        |              | \$ 64,325.76                |
| Rommelmeyer, Diane                    | Town Accountant                 | \$ 53,152.20    |                 |                  |              | \$ 53,152.20                |
|                                       |                                 |                 |                 |                  |              | <b><u>\$ 117,477.96</u></b> |
| <b><u>Treasurer/Tax Collector</u></b> |                                 |                 |                 |                  |              |                             |
| Finlay, Victoria                      | Payroll/Benefits Clerk          | \$ 49,639.67    |                 | \$ 750.00        |              | \$ 50,389.67                |
| Johnson, Sandra                       | Assistant Treasurer/Collector   | \$ 52,288.74    |                 | \$ 600.00        |              | \$ 52,888.74                |
| Plante, Joan                          | Treasurer/Collector             | \$ 80,560.00    |                 |                  |              | \$ 80,560.00                |
|                                       |                                 |                 |                 |                  |              | <b><u>\$ 183,838.41</u></b> |
| <b><u>Data Processing</u></b>         |                                 |                 |                 |                  |              |                             |
| Caliri, Jr., Michael                  | Video Services Coordinator      | \$ 45,090.36    |                 |                  |              | \$ 45,090.36                |
| Slavin, Jack                          | MIS Director                    | \$ 97,927.20    |                 | \$ 700.00        |              | \$ 98,627.20                |
|                                       |                                 |                 |                 |                  |              | <b><u>\$ 143,717.56</u></b> |
| <b><u>Town Clerk's Office</u></b>     |                                 |                 |                 |                  |              |                             |
| Fischer, Susanne                      | Assistant Town Clerk            | \$ 51,313.97    |                 | \$ 700.00        |              | \$ 52,013.97                |
| Lamperti, Lillian                     | Town Clerk                      | \$ 66,560.25    |                 |                  |              | \$ 66,560.25                |
| O'Shea, Mary Beth                     | Office Assistant II             | \$ 42,713.21    |                 | \$ 600.00        |              | \$ 43,313.21                |
|                                       |                                 |                 |                 |                  |              | <b><u>\$ 161,887.43</u></b> |
| <b><u>Public Buildings</u></b>        |                                 |                 |                 |                  |              |                             |
| Cormier, Ronald                       | Custodian II                    | \$ 40,339.44    |                 |                  |              | \$ 40,339.44                |
| Giguere, Richard                      | Custodian I                     | \$ 27,489.00    |                 | \$ 975.00        |              | \$ 28,464.00                |
| Martin, Wayne                         | Custodian I                     | \$ 5,744.00     |                 |                  |              | \$ 5,744.00                 |
| Varley, Robert                        | Building Maintenance Supervisor | \$ 66,481.92    |                 | \$ 1,300.00      |              | \$ 67,781.92                |
|                                       |                                 |                 |                 |                  |              | <b><u>\$ 142,329.36</u></b> |

**SALARIES/WAGES, continued**

| <b>NAME</b>                        | <b>POSITION</b>               | <b>BASE PAY</b> | <b>OVERTIME</b> | <b>LONGEVITY</b> | <b>OTHER</b> | <b>TOTAL</b>           |
|------------------------------------|-------------------------------|-----------------|-----------------|------------------|--------------|------------------------|
| <b><u>Police Department</u></b>    |                               |                 |                 |                  |              |                        |
| Adams, Joshua                      | Patrolman                     | \$ 60,193.98    | \$ 9,347.86     |                  | \$ 164.00    | \$ 69,705.84           |
| Back, Diana                        | Patrolman                     | \$ 74,667.98    | \$ 5,923.20     | \$ 650.00        |              | \$ 81,241.18           |
| Bohannon, Adam                     | Patrolman                     | \$ 67,466.40    | \$ 26,802.41    | \$ 825.00        | \$ 1,209.50  | \$ 96,303.31           |
| Booth, Reid                        | Patrolman                     | \$ 60,337.94    | \$ 14,707.39    |                  | \$ 1,911.00  | \$ 76,956.33           |
| Daigle, Ryan                       | Patrolman                     | \$ 60,105.86    | \$ 15,729.91    |                  | \$ 4,050.00  | \$ 79,885.77           |
| Deschamps, Daniel                  | Police Sergeant               | \$ 78,753.28    | \$ 19,092.33    | \$ 825.00        |              | \$ 98,670.61           |
| Fogg, Kathleen                     | Assistant to the Police Chief | \$ 56,408.96    |                 | \$ 700.00        |              | \$ 57,108.96           |
| Gould, Steven                      | Patrolman                     | \$ 59,964.26    | \$ 19,858.87    |                  | \$ 3,982.00  | \$ 83,805.13           |
| Haley, Mark                        | Police Sergeant               | \$ 77,030.20    | \$ 25,358.90    | \$ 2,400.00      |              | \$ 104,789.10          |
| Kulhawik, Edward                   | Police Chief                  | \$ 134,048.05   |                 |                  | \$ 4,922.31  | \$ 138,970.36          |
| Lucier, Stephen                    | Patrolman                     | \$ 56,298.14    | \$ 17,747.65    |                  | \$ 6,227.36  | \$ 80,273.15           |
| Mungovan, Katherine                | Patrolman                     | \$ 31,679.41    | \$ 9,563.27     | \$ 550.00        | \$ 3,093.80  | \$ 44,886.48           |
| Plante, Gregory                    | Patrolman                     | \$ 50,496.51    | \$ 5,835.29     |                  | \$ 2,654.36  | \$ 58,986.16           |
| Roderick, Kenneth                  | Lieutenant                    | \$ 104,629.71   |                 | \$ 2,550.00      | \$ 4,862.30  | \$ 112,042.01          |
| Savin, Brian                       | Police Sergeant               | \$ 76,045.63    | \$ 25,363.63    | \$ 1,300.00      | \$ 7,005.68  | \$ 109,714.94          |
| Schnitzer, Robert                  | Police Sergeant               | \$ 87,871.14    | \$ 14,992.39    | \$ 825.00        |              | \$ 103,688.53          |
| Sylvia, Norman                     | Patrolman                     | \$ 74,577.40    | \$ 20,114.39    | \$ 2,400.00      | \$ 7,494.50  | \$ 104,586.29          |
|                                    |                               |                 |                 |                  |              | <b>\$ 1,501,614.15</b> |
| <b><u>Police Temp/Specials</u></b> |                               |                 |                 |                  |              |                        |
| Higgins, Scott                     | On-Call Police Officer        | \$ 1,039.00     |                 |                  |              | \$ 1,039.00            |
| Kraeutler, Daniel                  | On-Call Police Officer        | \$ 6,296.76     | \$ 119.63       |                  | \$ 2,815.68  | \$ 9,232.07            |
| Mickle, Martin                     | On-Call Police Officer        | \$ 1,246.38     |                 |                  |              | \$ 1,246.38            |
| Proudfoot, Jordan                  | On-Call Police Officer        | \$ 348.00       |                 |                  |              | \$ 348.00              |
| Webber, Derek                      | On-Call Police Officer        | \$ 7,331.50     | \$ 139.50       |                  | \$ 5,072.50  | \$ 12,543.50           |
|                                    |                               |                 |                 |                  |              | <b>\$ 24,408.95</b>    |

# SALARIES/WAGES, continued

| NAME                   | POSITION             | BASE PAY      | OVERTIME     | LONGEVITY   | OTHER        | TOTAL                  |
|------------------------|----------------------|---------------|--------------|-------------|--------------|------------------------|
| <b>Fire Department</b> |                      |               |              |             |              |                        |
| Albino, Lisa           | Captain              | \$ 84,689.76  | \$ 24,230.55 | \$ 3,892.28 | \$ 5,675.00  | \$ 118,487.59          |
| Burns, Steven          | Captain              | \$ 100,922.14 | \$ 18,349.35 |             | \$ 5,175.50  | \$ 124,446.99          |
| Callahan, Ryan         | Firefighter          | \$ 46,479.97  | \$ 11,705.10 |             | \$ 2,290.59  | \$ 60,475.66           |
| Fisher, Kurt           | Firefighter          | \$ 58,865.03  | \$ 29,621.11 | \$ 550.00   | \$ 2,586.32  | \$ 91,622.46           |
| Foley, Mark            | Deputy Chief         | \$ 108,839.31 |              | \$ 600.00   | \$ 3,977.13  | \$ 113,416.44          |
| Francke, Barbara       | Firefighter          | \$ 64,348.59  | \$ 18,655.11 |             | \$ 2,818.16  | \$ 85,821.86           |
| Frazier, Charles       | Captain              | \$ 82,779.31  | \$ 31,895.04 |             | \$ 4,548.30  | \$ 119,222.65          |
| Hilferty, Eric         | Firefighter          | \$ 58,838.06  | \$ 9,052.01  | \$ 550.00   | \$ 2,909.61  | \$ 71,349.68           |
| Labonte, Troy          | Firefighter          | \$ 50,510.21  | \$ 8,649.75  |             | \$ 2,804.03  | \$ 61,963.99           |
| McGrath, James         | Firefighter          | \$ 59,247.67  | \$ 23,078.95 | \$ 600.00   | \$ 1,583.45  | \$ 84,510.07           |
| Morse, Kyle            | Firefighter          | \$ 65,462.56  | \$ 27,160.06 | \$ 825.00   | \$ 3,911.71  | \$ 97,359.33           |
| Olson, Glen            | Fire Chief           | \$ 48,335.35  |              |             | \$ 1,686.83  | \$ 50,022.18           |
| Piltzecker, William    | Firefighter          | \$ 70,542.90  | \$ 18,442.49 |             | \$ 2,323.44  | \$ 91,308.83           |
| Porteus, Sherri        | Office Assistant III | \$ 41,144.04  |              |             | \$ 41,144.04 |                        |
| Sprague, William       | Captain              | \$ 84,099.28  | \$ 37,140.01 |             | \$ 5,082.88  | \$ 126,322.17          |
| Topal, Rachel          | Firefighter          | \$ 60,319.81  | \$ 8,647.89  | \$ 600.00   | \$ 3,556.19  | \$ 73,123.89           |
| Van Buskirk, Ryan      | Firefighter          | \$ 66,262.74  | \$ 11,913.09 | \$ 600.00   | \$ 1,778.05  | \$ 80,553.88           |
| Watson Jr., Donald A.  | Firefighter          | \$ 60,329.71  | \$ 14,844.94 | \$ 600.00   | \$ 3,166.90  | \$ 78,941.55           |
| Wiley, Maurice         | Firefighter          | \$ 54,240.32  | \$ 17,697.59 |             | \$ 3,285.07  | \$ 75,222.98           |
|                        |                      |               |              |             |              | <b>\$ 1,645,316.24</b> |

## **Building & Health Insp**

|                            |                              |              |  |             |    |              |
|----------------------------|------------------------------|--------------|--|-------------|----|--------------|
| Adams II, Wallace          | Wiring Inspector             | \$ 40,024.00 |  |             | \$ | \$ 40,024.00 |
| Barker, Susan              | Assistant Health Agent       | \$ 52,288.74 |  |             | \$ | \$ 52,288.74 |
| Crowley, Jane              | Health Agent                 | \$ 84,501.36 |  | \$ 800.00   | \$ | \$ 85,301.36 |
| Defelice, Frank            | Building Inspector           | \$ 4,617.91  |  |             | \$ | \$ 4,617.91  |
| Gillespie-Lee, Laura       | Office Assistant III         | \$ 32,879.20 |  |             | \$ | \$ 32,879.20 |
| Magill-Strakele, Madelynne | Office Assistant IV          | \$ 49,369.50 |  | \$ 1,400.00 | \$ | \$ 50,769.50 |
| Rego, Joseph               | On-Call Electrical Inspector | \$ 600.00    |  |             | \$ | \$ 600.00    |
| Simkins, Stephanie         | Office Assistant III         | \$ 5,825.99  |  |             | \$ | \$ 5,825.99  |

**SALARIES/WAGES, continued**

| <b>NAME</b>                     | <b>POSITION</b>                 | <b>BASE PAY</b> | <b>OVERTIME</b> | <b>LONGEVITY</b> | <b>OTHER</b> | <b>TOTAL</b>         |
|---------------------------------|---------------------------------|-----------------|-----------------|------------------|--------------|----------------------|
| Stevens, Richard                | On-Call Building Inspector      | \$ 2,053.00     |                 |                  |              | \$ 2,053.00          |
| Thibodeau, Jeffrey              | Environmental Planner           | \$ 36,618.87    |                 |                  | \$ 125.00    | \$ 36,743.87         |
| Van Ryswood, Scott              | Gas/Plumbing Inspector          | \$ 38,659.00    |                 |                  |              | \$ 38,659.00         |
| Wingard, Thomas                 | Building Inspector              | \$ 53,543.42    |                 |                  |              | \$ 53,543.42         |
|                                 |                                 |                 |                 |                  |              | <b>\$ 403,305.99</b> |
| <b><u>Natural Resources</u></b> |                                 |                 |                 |                  |              |                      |
| Brogan, Shana                   | Office Assistant III            | \$ 32,975.57    |                 |                  |              | \$ 32,975.57         |
| Carlow, Peter                   | Deputy Natural Resource Officer | \$ 54,267.27    | \$ 374.36       | \$ 700.00        |              | \$ 55,341.63         |
| Helms, Joshua                   | Deputy Natural Resource Officer | \$ 41,563.31    | \$ 1,251.22     |                  |              | \$ 42,814.53         |
| Hilmer, Richard                 | Deputy Natural Resource Officer | \$ 45,936.00    | \$ 2,249.50     |                  |              | \$ 48,185.50         |
| Mugford, Richard                | Wharfinger                      | \$ 1,504.50     |                 |                  |              | \$ 1,504.50          |
| O'Connor, Michael               | Senior Deputy Nat Res Officer   | \$ 66,167.05    | \$ 2,166.96     | \$ 975.00        | \$ 300.00    | \$ 69,609.01         |
| Roberts, Linda                  | Wharfinger                      | \$ 4,615.94     |                 |                  |              | \$ 4,615.94          |
|                                 |                                 |                 |                 |                  |              | <b>\$ 255,046.68</b> |
| <b><u>Conservation</u></b>      |                                 |                 |                 |                  |              |                      |
| Brogan, Shana                   | Conservation Agent/Admin Asst   | \$ 14,740.95    |                 |                  |              | \$ 14,740.95         |
| Gyuris, Janet                   | Office Assistant II             | \$ 2,485.54     |                 |                  |              | \$ 2,485.54          |
|                                 |                                 |                 |                 |                  |              | <b>\$ 17,226.49</b>  |
| <b><u>Dispatch</u></b>          |                                 |                 |                 |                  |              |                      |
| Austin, Julie                   | Dispatch/Records Clerk          | \$ 51,967.04    | \$ 21,235.08    | \$ 2,250.00      |              | \$ 75,452.12         |
| Beaulieu, Melanie               | Dispatcher                      | \$ 51,949.44    | \$ 8,135.76     | \$ 700.00        |              | \$ 60,785.20         |
| Braun, Mark                     | Dispatcher                      | \$ 48,171.20    | \$ 9,675.87     |                  | \$ 184.00    | \$ 58,031.07         |
| De Oliveira, Amanda             | On-Call Dispatcher              | \$ 852.50       |                 |                  |              | \$ 852.50            |
| Leidenfrost, Kerianne           | Dispatcher                      | \$ 51,949.44    | \$ 12,819.42    | \$ 550.00        | \$ 199.04    | \$ 65,517.90         |
| Schaefer, Ann                   | Dispatcher                      | \$ 38,999.45    | \$ 3,459.49     |                  | \$ 302.40    | \$ 42,761.34         |
| Sprague, Jacqueline             | On-Call Dispatcher              | \$ 5,285.50     |                 |                  |              | \$ 5,285.50          |
|                                 |                                 |                 |                 |                  |              | <b>\$ 308,685.63</b> |

**SALARIES/WAGES, continued**

| <b>NAME</b>                        | <b>POSITION</b>                | <b>BASE PAY</b> | <b>OVERTIME</b> | <b>LONGEVITY</b> | <b>OTHER</b> | <b>TOTAL</b>         |
|------------------------------------|--------------------------------|-----------------|-----------------|------------------|--------------|----------------------|
| <b><u>Library</u></b>              |                                |                 |                 |                  |              |                      |
| Bryan, Cheryl                      | Library Director               | \$ 13,809.15    |                 |                  |              | \$ 13,809.15         |
| Dejonker-Berry, Debra              | Library Director               | \$ 25,265.10    |                 |                  |              | \$ 25,265.10         |
| Harris, Adam                       | Seasonal Assistant             | \$ 11,381.50    |                 |                  |              | \$ 11,381.50         |
| Hemley, Freya                      | Library Assistant              | \$ 16,974.95    |                 |                  |              | \$ 16,974.95         |
| MacDonald, Karen                   | Librarian-Adult Services       | \$ 51,612.60    |                 |                  |              | \$ 51,612.60         |
| McLoughlin, Frances                | Librarian-Youth Services       | \$ 44,517.20    |                 |                  |              | \$ 44,517.20         |
| Sinopoli, Marianne                 | Library Aide                   | \$ 18,384.00    |                 |                  |              | \$ 18,384.00         |
| Wells, Cornelia                    | Library Assistant              | \$ 20,165.08    |                 | \$ 1,200.00      |              | \$ 21,365.08         |
|                                    |                                |                 |                 |                  |              | <b>\$ 203,309.58</b> |
| <b><u>DPW/Transfer Station</u></b> |                                |                 |                 |                  |              |                      |
| Andres, Cornelius                  | Superintendent-Public Works    | \$ 108,095.76   |                 |                  |              | \$ 108,095.76        |
| Becker, Charles                    | Laborer                        | \$ 11,718.00    | \$ 20.25        |                  |              | \$ 11,738.25         |
| Bracken, Michael                   | Laborer                        | \$ 306.00       |                 |                  |              | \$ 306.00            |
| Burgess, Alan                      | Machine Operator               | \$ 2,084.22     |                 |                  |              | \$ 2,084.22          |
| Clifford, Barry                    | Foreman/Machine Operator       | \$ 68,047.94    | \$ 9,166.02     |                  |              | \$ 77,213.96         |
| Geoffrion, Raymond                 | Skilled Laborer/Gate Attendant | \$ 27,352.08    | \$ 1,922.10     |                  |              | \$ 29,274.18         |
| Goodrich, James                    | Landfill Assistant             | \$ 39,400.57    | \$ 905.77       |                  |              | \$ 40,306.34         |
| Holmes, Brian                      | Machine Operator               | \$ 47,174.62    | \$ 4,915.95     |                  |              | \$ 52,090.57         |
| Johnson, Darryl                    | Machine Operator               | \$ 1,400.00     |                 |                  |              | \$ 1,400.00          |
| McCarthy, Kevin                    | Machine Operator               | \$ 42,639.27    | \$ 5,605.84     |                  |              | \$ 48,245.11         |
| Mickle, Martin                     | Deputy Superintendent-DPW      | \$ 84,203.00    | \$ 12,588.23    |                  |              | \$ 96,791.23         |
| Peters, Jeffrey                    | Machine Operator               | \$ 60,513.32    | \$ 3,899.05     |                  |              | \$ 64,412.37         |
| Pitts, Brendan                     | Laborer                        | \$ 3,907.88     |                 |                  |              | \$ 3,907.88          |
| Steele, Raymond                    | Skilled Laborer/Gate Attendant | \$ 14,122.01    | \$ 2,403.00     | \$ 140.00        |              | \$ 16,665.01         |
| Sullivan, Valerie                  | Laborer                        | \$ 4,494.00     |                 |                  |              | \$ 4,494.00          |
| Vaughan, Heidi                     | Machine Operator               | \$ 58,011.20    | \$ 6,336.34     | \$ 1,400.00      |              | \$ 65,747.54         |
| Young, Charles                     | Machine Operator               | \$ 49,689.63    | \$ 5,659.66     |                  |              | \$ 55,349.29         |
|                                    |                                |                 |                 |                  |              | <b>\$ 678,121.71</b> |



**SALARIES/WAGES, continued**

| <b>NAME</b>                          | <b>POSITION</b>                     | <b>BASE PAY</b> | <b>OVERTIME</b> | <b>LONGEVITY</b> | <b>OTHER</b> | <b>TOTAL</b>         |
|--------------------------------------|-------------------------------------|-----------------|-----------------|------------------|--------------|----------------------|
| <b><u>COA / Human Services</u></b>   |                                     |                 |                 |                  |              |                      |
| Benelli, Jillian                     | Director-Adult Day Program          | \$ 58,756.32    |                 |                  |              | \$ 58,756.32         |
| Burritt, Dorothy                     | Office Assistant II                 | \$ 38,895.96    |                 |                  |              | \$ 38,895.96         |
| Civita, George                       | Driver                              | \$ 2,613.79     |                 |                  |              | \$ 2,613.79          |
| Downs, Martha                        | Asst to Day Center Program Director | \$ 14,510.60    |                 |                  |              | \$ 14,510.60         |
| Dunham, Cynthia                      | Community Outreach                  | \$ 49,715.32    |                 | \$ 750.00        |              | \$ 50,465.32         |
| Hawko, Thomas                        | Driver                              | \$ 9,718.73     |                 |                  |              | \$ 9,718.73          |
| Langlois, L. Paul                    | Driver                              | \$ 8,692.33     |                 |                  |              | \$ 8,692.33          |
| Lepage, Brianna                      | Day Center Activity Director        | \$ 6,107.55     |                 |                  |              | \$ 6,107.55          |
| Munroe, Rachel                       | Day Center Activity Director        | \$ 5,293.21     |                 |                  |              | \$ 5,293.21          |
| Oviatt, Janet                        | Driver                              | \$ 816.01       |                 |                  |              | \$ 816.01            |
| Ramon, Richard                       | Day Center Program Aide             | \$ 21,332.56    |                 |                  |              | \$ 21,332.56         |
| Szedlak, Sandra                      | Director                            | \$ 45,353.00    |                 | \$ 1,300.00      |              | \$ 46,653.00         |
|                                      |                                     |                 |                 |                  |              | <b>\$ 263,855.38</b> |
| <b><u>Beach &amp; Recreation</u></b> |                                     |                 |                 |                  |              |                      |
| Agro, Lindsay                        | Playground Leader                   | \$ 1,378.12     |                 |                  |              | \$ 1,378.12          |
| Apataw, Joseph                       | Gate Attendant                      | \$ 206.25       |                 |                  |              | \$ 206.25            |
| Bernazzani, Daniel                   | Head Lifeguard                      | \$ 217.31       |                 |                  |              | \$ 217.31            |
| Bernazzani, Scott                    | Gate Attendant                      | \$ 3,096.88     |                 |                  |              | \$ 3,096.88          |
| Bernazzani, Timothy                  | Gate Attendant                      | \$ 3,228.76     |                 |                  |              | \$ 3,228.76          |
| Blount, Henry                        | Gate Attendant                      | \$ 137.50       |                 |                  |              | \$ 137.50            |
| Boughey, Andrew                      | Playground Leader                   | \$ 1,704.38     |                 |                  |              | \$ 1,704.38          |
| Burgess, Stephen                     | Gate Attendant                      | \$ 2,018.50     |                 |                  |              | \$ 2,018.50          |
| Catarino, Alexandra                  | Playground Program Director         | \$ 2,413.69     |                 |                  |              | \$ 2,413.69          |
| Congel, Jacob                        | Gate Attendant                      | \$ 2,898.50     |                 |                  |              | \$ 2,898.50          |
| Connors, Marcia                      | Gate Attendant                      | \$ 1,479.38     |                 |                  |              | \$ 1,479.38          |
| Costa, Alyssa                        | Playground Leader                   | \$ 88.00        |                 |                  |              | \$ 88.00             |
| Derosas, Allison                     | Playground Leader                   | \$ 1,386.00     |                 |                  |              | \$ 1,386.00          |
| Doyle, Katherine                     | Head Lifeguard                      | \$ 4,677.50     |                 |                  |              | \$ 4,677.50          |

**SALARIES/WAGES, continued**

| <b>NAME</b>         | <b>POSITION</b>                   | <b>BASE PAY</b> | <b>OVERTIME</b> | <b>LONGEVITY</b> | <b>OTHER</b> | <b>TOTAL</b> |
|---------------------|-----------------------------------|-----------------|-----------------|------------------|--------------|--------------|
| Fedus, Brittany     | Playground Leader                 | \$ 1,501.87     |                 |                  |              | \$ 1,501.87  |
| Ferguson, Camila    | Lifeguard                         | \$ 28.00        |                 |                  |              | \$ 28.00     |
| Frodel, Colby       | Playground Leader                 | \$ 1,558.13     |                 |                  |              | \$ 1,558.13  |
| Garvey, Julie       | Gate Attendant                    | \$ 1,728.50     |                 |                  |              | \$ 1,728.50  |
| Grant III, Robert   | Lifeguard                         | \$ 3,151.38     |                 |                  |              | \$ 3,151.38  |
| Hodges, Benjamin    | Playground Leader                 | \$ 1,417.50     |                 |                  |              | \$ 1,417.50  |
| Jacovino, Robert    | Gate Attendant                    | \$ 1,829.06     |                 |                  |              | \$ 1,829.06  |
| Kemple, Lauren      | Swim Instructor/Lifeguard         | \$ 4,592.07     |                 |                  |              | \$ 4,592.07  |
| Kemple, Siobhan     | Lifeguard                         | \$ 2,809.00     |                 |                  |              | \$ 2,809.00  |
| Lagasse, Annie      | Gate Attendant                    | \$ 2,199.38     |                 |                  |              | \$ 2,199.38  |
| Lane, Emily         | Sticker Seller                    | \$ 1,379.38     |                 |                  |              | \$ 1,379.38  |
| Lavallee, Thomas    | Playground Leader                 | \$ 88.00        |                 |                  |              | \$ 88.00     |
| Leghorn, Edith      | Head Lifeguard                    | \$ 5,546.25     |                 |                  |              | \$ 5,546.25  |
| Lydon, Jocelyn      | Playground Program Director       | \$ 677.25       |                 |                  |              | \$ 677.25    |
| Maichin, Jonathan   | Swim Instructor/Lifeguard         | \$ 4,693.50     |                 |                  |              | \$ 4,693.50  |
| McCarthy, Kelli     | Head Sticker Seller               | \$ 4,552.88     |                 |                  |              | \$ 4,552.88  |
| McEnaney, Sasha     | Lifeguard                         | \$ 28.00        |                 |                  |              | \$ 28.00     |
| McGough, Samuel     | Lifeguard                         | \$ 175.00       |                 |                  |              | \$ 175.00    |
| McGrath, Jacob      | Playground Leader                 | \$ 1,814.07     |                 |                  |              | \$ 1,814.07  |
| Mead, Heidi         | Asst. Beach Supervisor            | \$ 1,172.82     |                 |                  |              | \$ 1,172.82  |
| Mickle, Christine   | Beach/Rec Assistant Administrator | \$ 59,560.61    |                 | \$ 700.00        |              | \$ 60,260.61 |
| Mullett, Danielle   | Sticker Seller                    | \$ 326.25       |                 |                  |              | \$ 326.25    |
| Palmer, Lindsey     | Gate Attendant                    | \$ 3,386.26     |                 |                  |              | \$ 3,386.26  |
| Panaccione, Lisa    | Recycler                          | \$ 1,045.51     |                 |                  |              | \$ 1,045.51  |
| Parker, Michael     | Asst. Beach Supervisor            | \$ 4,948.63     |                 |                  |              | \$ 4,948.63  |
| Piltzecker, Charles | Gate Attendant                    | \$ 3,810.95     |                 |                  |              | \$ 3,810.95  |
| Piltzecker, James   | Gate Attendant                    | \$ 71.50        |                 |                  |              | \$ 71.50     |
| Powers, Mark        | Beach/Rec Administrator           | \$ 78,258.24    |                 | \$ 975.00        | \$ 300.00    | \$ 79,533.24 |
| Roderick, Logan     | Gate Attendant                    | \$ 3,391.87     |                 |                  |              | \$ 3,391.87  |
| Smith, Kara         | Lifeguard                         | \$ 3,406.00     |                 |                  |              | \$ 3,406.00  |
| Stewart, Anna       | Playground Leader                 | \$ 82.50        |                 |                  |              | \$ 82.50     |

**SALARIES/WAGES, continued**

| <b>NAME</b>                          | <b>POSITION</b>  | <b>BASE PAY</b> | <b>OVERTIME</b> | <b>LONGEVITY</b> | <b>OTHER</b> | <b>TOTAL</b>         |
|--------------------------------------|------------------|-----------------|-----------------|------------------|--------------|----------------------|
| Van Ryswood, Tabor                   | Gate Attendant   | \$ 2,799.44     |                 |                  |              | \$ 2,799.44          |
| Verrone, Leon                        | Gate Attendant   | \$ 2,897.82     |                 |                  |              | \$ 2,897.82          |
| Voke, Elizabeth                      | Lifeguard        | \$ 84.00        |                 |                  |              | \$ 84.00             |
| Weeks, Cassidy                       | Gate Attendant   | \$ 6,559.51     |                 |                  |              | \$ 6,559.51          |
| White, Joshua                        | Lifeguard        | \$ 3,422.27     |                 |                  |              | \$ 3,422.27          |
| White, Rachel                        | Gate Attendant   | \$ 2,439.25     |                 |                  |              | \$ 2,439.25          |
|                                      |                  |                 |                 |                  |              | <b>\$ 244,338.42</b> |
| <b>Olde Mill</b>                     |                  |                 |                 |                  |              |                      |
| Boucher, Gerard                      | Assistant Miller | \$ 1,815.00     |                 |                  |              | \$ 1,815.00          |
| Owens, James                         | Head Miller      | \$ 2,817.50     |                 |                  |              | \$ 2,817.50          |
|                                      |                  |                 |                 |                  |              | <b>\$ 4,632.50</b>   |
| <b>Elections &amp; Registrations</b> |                  |                 |                 |                  |              |                      |
| Alarie, Mary                         | Election Teller  | \$ 28.00        |                 |                  |              | \$ 28.00             |
| Andujar, Lewis                       | Election Teller  | \$ 70.00        |                 |                  |              | \$ 70.00             |
| Andujar, Maureen                     | Election Teller  | \$ 417.13       |                 |                  |              | \$ 417.13            |
| Bohannon, Audrey                     | Election Teller  | \$ 385.44       |                 |                  |              | \$ 385.44            |
| Boucher, Paul                        | Election Teller  | \$ 31.00        |                 |                  |              | \$ 31.00             |
| Brocklebank, Veronica                | Election Teller  | \$ 127.00       |                 |                  |              | \$ 127.00            |
| Clock, Patricia                      | Election Teller  | \$ 66.75        |                 |                  |              | \$ 66.75             |
| Coppelman, Jean                      | Election Teller  | \$ 100.88       |                 |                  |              | \$ 100.88            |
| Crozier, Ann                         | Election Teller  | \$ 107.25       |                 |                  |              | \$ 107.25            |
| Derman, Gary                         | Election Teller  | \$ 28.00        |                 |                  |              | \$ 28.00             |
| Derman, Helen                        | Election Teller  | \$ 35.00        |                 |                  |              | \$ 35.00             |
| Dibona, Carol                        | Election Teller  | \$ 120.69       |                 |                  |              | \$ 120.69            |
| Ericson, Marcia                      | Election Teller  | \$ 28.00        |                 |                  |              | \$ 28.00             |
| Everett, Oliver                      | Election Teller  | \$ 38.75        |                 |                  |              | \$ 38.75             |
| Everett, Susan                       | Election Teller  | \$ 38.75        |                 |                  |              | \$ 38.75             |
| Gibbs, Margaret                      | Election Teller  | \$ 28.00        |                 |                  |              | \$ 28.00             |
| Harnett, Edmond                      | Election Teller  | \$ 35.00        |                 |                  |              | \$ 35.00             |

**SALARIES/WAGES, continued**

| <b>NAME</b>        | <b>POSITION</b> | <b>BASE PAY</b> | <b>OVERTIME</b> | <b>LONGEVITY</b> | <b>OTHER</b> | <b>TOTAL</b>       |
|--------------------|-----------------|-----------------|-----------------|------------------|--------------|--------------------|
| Hartung, Deborah   | Election Teller | \$ 59.00        |                 |                  |              | \$ 59.00           |
| Hartung, Larry     | Election Teller | \$ 59.00        |                 |                  |              | \$ 59.00           |
| Hatch, Matthew     | Election Teller | \$ 31.00        |                 |                  |              | \$ 31.00           |
| Hottelman, Albert  | Election Teller | \$ 28.00        |                 |                  |              | \$ 28.00           |
| Howard, Helen      | Election Teller | \$ 66.75        |                 |                  |              | \$ 66.75           |
| Lariviere, Ellen   | Election Teller | \$ 14.00        |                 |                  |              | \$ 14.00           |
| Lennox, John       | Deputy Warden   | \$ 140.00       |                 |                  |              | \$ 140.00          |
| Lynch, Edward      | Election Teller | \$ 31.00        |                 |                  |              | \$ 31.00           |
| Morel, Anna        | Election Teller | \$ 31.00        |                 |                  |              | \$ 31.00           |
| Nickerson, Janice  | Election Teller | \$ 100.88       |                 |                  |              | \$ 100.88          |
| Nuendel, Bonnie    | Election Teller | \$ 67.81        |                 |                  |              | \$ 67.81           |
| Nuendel, Donald    | Election Teller | \$ 67.81        |                 |                  |              | \$ 67.81           |
| Radke, Lisa        | Election Teller | \$ 67.81        |                 |                  |              | \$ 67.81           |
| Russo, James       | Election Teller | \$ 66.00        |                 |                  |              | \$ 66.00           |
| Sandusky, Mark     | Election Teller | \$ 90.00        |                 |                  |              | \$ 90.00           |
| Saul, Cynthia      | Election Teller | \$ 38.75        |                 |                  |              | \$ 38.75           |
| Schofield, Karen   | Election Teller | \$ 59.00        |                 |                  |              | \$ 59.00           |
| Scholl, Marcia     | Election Teller | \$ 66.75        |                 |                  |              | \$ 66.75           |
| Sette, Mary Louise | Election Teller | \$ 28.00        |                 |                  |              | \$ 28.00           |
| Shea, Shawn        | Warden          | \$ 330.00       |                 |                  |              | \$ 330.00          |
| Silver, Susan      | Election Teller | \$ 32.94        |                 |                  |              | \$ 32.94           |
| Skehan, Patricia   | Election Teller | \$ 35.00        |                 |                  |              | \$ 35.00           |
| Smith, Lillian     | Election Teller | \$ 31.00        |                 |                  |              | \$ 31.00           |
| Smith, Robert      | Election Teller | \$ 28.00        |                 |                  |              | \$ 28.00           |
| Szeglin, Frances   | Election Teller | \$ 63.00        |                 |                  |              | \$ 63.00           |
| Thomas, Cathy      | Election Teller | \$ 375.13       |                 |                  |              | \$ 375.13          |
| Thurston, Roger    | Election Teller | \$ 59.00        |                 |                  |              | \$ 59.00           |
| Van Nest, John     | Election Teller | \$ 34.88        |                 |                  |              | \$ 34.88           |
| Van Nest, Linda    | Election Teller | \$ 95.25        |                 |                  |              | \$ 95.25           |
| Wissell, Amy       | Election Teller | \$ 84.94        |                 |                  |              | \$ 84.94           |
|                    |                 |                 |                 |                  |              | <b>\$ 3,967.34</b> |

**EASTHAM ELEMENTARY SCHOOL SALARIES**  
**2013- 2014**

| EMPLOYEE              | POSITION              | BASE      | LONGEVITY | OTHER    | TOTAL<br>SALARY |
|-----------------------|-----------------------|-----------|-----------|----------|-----------------|
| AMES KIMBERLY         | TEACHER               | \$ 74,090 |           |          | \$ 74,590       |
| ARMENTROUT RANDI      | ELL TEACHER           | \$ 7,053  | 500       | \$ 2,250 | \$ 4,803        |
| AYERS DANA            | SUBSTITUTE            | \$ 604    |           |          | \$ 604          |
| BARTOLINI NICOLETTE   | TEACHER               | \$ 53,375 |           |          | \$ 53,375       |
| BEALE TAMARA          | CAF WORKER            | \$ 9,515  | 400       | \$ 378   | \$ 9,537        |
| BISHOP CAROL          | SUBSTITUTE            | \$ 62     |           |          | \$ 62           |
| BLAKE NANCY           | SUBSTITUTE            | \$ 400    |           |          | \$ 400          |
| BRODIE KERIN          | EDUCATIONAL ASSISTANT | \$ 27,403 | 450       |          | \$ 27,853       |
| BROWN MURIEL          | TEACHER               | \$ 92,326 | 1,500     | \$ 2,475 | \$ 91,351       |
| BURT LINDA            | HEAD CUSTODIAN        | \$ 57,601 |           | \$ 1,800 | \$ 55,801       |
| BUTCHER MARY JANE     | EDUCATIONAL ASSISTANT | \$ 21,598 | 750       |          | \$ 22,348       |
| CARLISLE JILL         | TEACHER               | \$ 74,090 | 500       |          | \$ 74,590       |
| CHRISTENSEN JANAKE    | SUBSTITUTE            | \$ 398    |           |          | \$ 398          |
| CHUDOMEL DIANE        | EDUCATIONAL ASSISTANT | \$ 2,261  | 1,000     | \$ 196   | \$ 3,065        |
| COLGAN TERI-LYNN      | SUBSTITUTE            | \$ 762    |           |          | \$ 762          |
| CONSIGLIO-NOKS ARLYNN | SCHOOL COMM SECRETARY | \$ 627    |           |          | \$ 627          |
| CREMINS JOANNE        | EDUCATIONAL ASSISTANT | \$ 20,341 |           | \$ 974   | \$ 19,367       |
| CZUJAK DEBORAH        | EDUCATIONAL ASSISTANT | \$ 22,739 |           | \$ 553   | \$ 22,186       |
| DANIELS PAMELA        | EECE COORDINATOR      | \$ 2,476  |           |          | \$ 2,476        |
| DANIELS PATSY         | SUBSTITUTE            | \$ 6,923  |           |          | \$ 6,923        |
| DAVIS KATHY           | TEACHER               | \$ 74,090 | 1,500     |          | \$ 75,590       |
| DEANGELIS BARBARA     | SUBSTITUTE            | \$ 15,282 |           |          | \$ 15,282       |
| DEEGAN TRACY          | TEACHER               | \$ 81,020 | 500       | \$ 3,465 | \$ 78,055       |
| DELFINO LINDA         | SUBSTITUTE            | \$ 186    |           |          | \$ 186          |
| DIPROSPERO CAROLINE   | EDUCATIONAL ASSISTANT | \$ 20,560 |           |          | \$ 20,560       |
| DONOVAN CAROLINE      | DATA MNGMNT SEC       | \$ 31,000 | 500       | \$ 847   | \$ 30,653       |
| DOUGLAS DIANE         | CAF... MANAGER        | \$ 37,163 |           | \$ 1,103 | \$ 36,060       |
| DRISCOLL MOLLY        | TEACHER               | \$ 50,638 |           |          | \$ 50,638       |

| EMPLOYEE                | POSITION              | BASE      | LONGEVITY | OTHER    | TOTAL<br>SALARY |
|-------------------------|-----------------------|-----------|-----------|----------|-----------------|
| ESCHER MARY             | TEACHER               | \$ 56,299 | \$ 1,500  | \$ 2,585 | \$ 55,214       |
| ESPESETH DOREEN         | SUBSTITUTE            | 291       |           |          | 291             |
| FERREIRA JACOB          | SUBSTITUTE            | 871       |           |          | 871             |
| FILMER-GALLAGHER HEIDI  | SUBSTITUTE            | 382       |           |          | 382             |
| FINNEGAN JOANNE         | PRINCIPAL             | 109,778   |           |          | 109,778         |
| FITZGERALD PHOEBE       | EDUCATIONAL ASSISTANT | 30,762    | \$        | 183      | 30,579          |
| FLAHERTY JENNIFER       | SUBSTITUTE            | 124       |           |          | 124             |
| FROMM ALICE             | SUBSTITUTE            | 3,884     |           |          | 3,884           |
| FRYE AMY                | TEACHER               | 87,376    | 500       |          | 87,876          |
| GENOIS MARY             | TEACHER               | 75,826    | 100       | 2,500    | 73,426          |
| GIBBONS MELISSA         | TEACHER               | 60,861    |           |          | 60,861          |
| GILL LAURA              | SUBSTITUTE            | 967       |           |          | 967             |
| GRACIANO CATHERINE      | SCHOOL PSYCHOLOGIST   | 62,176    |           |          | 62,176          |
| GUZZEAU GARY            | SUBSTITUTE            | 62        |           |          | 62              |
| HART SUSAN              | SUBSTITUTE            | 800       |           |          | 800             |
| HATHAWAY GABRIELLE      | SUBSTITUTE            | 124       |           |          | 124             |
| HAYES SANDRA            | SUBSTITUTE            | 3,322     |           |          | 3,322           |
| HEMMENWAY CLARE         | SUBSTITUTE            | 186       |           |          | 186             |
| HOLLAND ALICE           | EDUCATIONAL ASSISTANT | 35,701    | 1,000     | 204      | 36,497          |
| HOLLANDER-ESSIG CHARLES | TEACHER               | 16,862    | 500       |          | 17,362          |
| JONES JOHN              | CUSTODIAN             | 20,969    | \$        | 2,631    | 18,338          |
| KARP DORIS              | SUBSTITUTE            | 300       |           |          | 300             |
| KELLEY THOMAS           | SUBSTITUTE            | 323       |           |          | 323             |
| KENDER KOLLEEN          | EDUCATIONAL ASSISTANT | 29,899    | 450       | 194      | 30,155          |
| KOPITSKY KATHLEEN       | SUBSTITUTE            | 5,182     |           |          | 5,182           |
| LEAVITT GAIL            | SUBSTITUTE            | 240       |           |          | 240             |
| MARTIN WAYNE            | SUB CUSTODIAN         | 340       |           |          | 340             |
| MARTIN-LANGTRY DONNA    | SPEECH/LANGUAGE       | 84,314    | 500       |          | 84,814          |
| MCCARTHY MARY           | TEACHER               | 85,831    | 2,000     |          | 87,831          |
| MCCHUGH EILEEN          | EDUCATIONAL ASSISTANT | 22,278    | 450       |          | 22,728          |
| MCLEAN ERIK             | CUSTODIAN             | 33,079    | \$        | 504      | 32,575          |

| EMPLOYEE                | POSITION              | BASE      | LONGEVITY | OTHER    | TOTAL<br>SALARY |
|-------------------------|-----------------------|-----------|-----------|----------|-----------------|
| MENZA BREIGH ANN        | LIBRARY TEACHER       | \$ 56,977 |           | \$ 2,475 | \$ 54,502       |
| MILLER EDWARD           | SUBSTITUTE            | 137       |           |          | 137             |
| MITCHELL HOLLEY         | EDUCATIONAL ASSISTANT | \$ 22,592 |           |          | \$ 22,592       |
| MORAN-ALEXANDER GISELLA | SUBSTITUTE            | 380       |           |          | \$ 380          |
| MORRIS LOUISE           | TEACHER               | \$ 85,831 | 500       |          | \$ 86,331       |
| NARKON HANNAH           | EDUCATIONAL ASSISTANT | \$ 5,166  |           |          | \$ 5,166        |
| NEWTON JULIE            | TEACHER               | \$ 74,090 | 500       |          | \$ 74,590       |
| NIQUETTE KELLY          | EDUCATIONAL ASSISTANT | \$ 24,127 |           | \$ 24    | \$ 24,103       |
| NOONE TRACI             | SUBSTITUTE            | 328       |           |          | \$ 328          |
| O'BARA SUSAN            | SUBSTITUTE            | \$ 84,314 | 500       |          | \$ 84,814       |
| O'CONNOR KAREN          | TEACHER               | \$ 85,831 | 2,500     |          | \$ 88,331       |
| OLSON COREEN            | TEACHER               | \$ 74,090 | 1,500     |          | \$ 75,590       |
| OULD CATHERINE          | SUBSTITUTE            | 5,595     |           |          | \$ 5,595        |
| PAINE JENNIFER          | EDUCATIONAL ASSISTANT | \$ 16,695 |           | \$ 421   | \$ 16,274       |
| PELLETIER MICHELLE      | SUBSTITUTE            | 80        |           |          | \$ 80           |
| PENO ERICA              | TEACHER               | \$ 84,314 | 500       |          | \$ 84,814       |
| POITRAS EILEEN          | TEACHER               | \$ 49,621 | 100       | \$ 2,500 | \$ 47,221       |
| PUFFER DENISE           | SUBSTITUTE            | 266       |           |          | 266             |
| REICHERS KAREN          | NURSE                 | \$ 74,090 | 500       |          | \$ 74,590       |
| ROGERS MARIE            | SUBSTITUTE            | 3,716     |           |          | \$ 3,716        |
| SAIMERI ANNE            | SUBSTITUTE            | 75        |           |          | 75              |
| SALERNO SHERRY          | EDUCATIONAL ASSISTANT | \$ 7,238  |           |          | \$ 7,238        |
| SANZO ANTHONY           | CUSTODIAN             | \$ 38,344 |           | \$ 618   | \$ 37,726       |
| SCHRAFFT THERESA        | SUBSTITUTE NURSE      | 400       |           |          | 400             |
| SEARS THERESA           | SUBSTITUTE            | 50        |           |          | 50              |
| SHAW TAMSYN             | TEACHER               | \$ 73,696 | 500       |          | \$ 74,196       |
| SOUTHER DEIDRE          | EDUCATIONAL ASSISTANT | \$ 30,515 | 750       | \$ 336   | \$ 30,929       |
| SPRINGER SONI           | TUTOR                 | 6,140     |           |          | \$ 6,140        |
| STEPANCHENKO SVITLANA   | ELL TEACHER           | 6,386     |           |          | \$ 6,386        |
| STEWART MORGAN          | TEACHER               | \$ 59,346 |           |          | \$ 59,346       |

| EMPLOYEE                       | POSITION              | BASE                | LONGEVITY        | OTHER            | TOTAL<br>SALARY     |
|--------------------------------|-----------------------|---------------------|------------------|------------------|---------------------|
| SULLIVAN VALERIE               | SUBSTITUTE            | \$ 968              |                  |                  | \$ 968              |
| TEFFT ANN                      | SUBSTITUTE            | \$ 150              |                  |                  | \$ 150              |
| THOMPSON VICKI                 | SUBSTITUTE            | \$ 124              |                  |                  | \$ 124              |
| TIERNEY CHERYL                 | SUBSTITUTE            | \$ 396              |                  |                  | \$ 396              |
| TROVATO KELSEY                 | SUBSTITUTE            | \$ 1,703            |                  |                  | \$ 1,703            |
| VARLEY ELISE                   | PRINCIPAL'S SECRETARY | \$ 53,328           | \$ 1,250         |                  | \$ 54,578           |
| VIDAKOVICH MICHAEL             | SUBSTITUTE            | \$ 336              |                  |                  | \$ 336              |
| WALLACE COLLEEN                | CAFETERIA             | \$ 19,000           | \$ 750           | \$ 1,574         | \$ 18,176           |
| WALTHER ANNE                   | SUBSTITUTE            | \$ -                |                  |                  |                     |
| WEBER JILL                     | EDUCATIONAL ASSISTANT | \$ 31,533           | \$ 1,000         | \$ 914           | \$ 31,619           |
| WEIGAND GEOFFREY               | SUBSTITUTE            | \$ 1,782            |                  |                  | \$ 1,782            |
| YAKOLA ERIC                    | TEACHER               | \$ 74,090           | \$ 1,500         |                  | \$ 75,590           |
| <b>TOTAL ELEMENTARY SCHOOL</b> |                       | <b>\$ 2,704,421</b> | <b>\$ 26,950</b> | <b>\$ 31,704</b> | <b>\$ 2,763,075</b> |



# **NAUSET REGIONAL SCHOOLS** **2013-2014 SCHOOL YEAR**

| <b>Employee</b>        | <b>Position</b>             | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|------------------------|-----------------------------|---------------|------------------|------------------|
| Ahokas, John A         | MS SN Ed Assistant          | 34,235.00     | 450.00           | 279.00           |
| Aitchison, Tania A     | HS Cafeteria                | 13,273.00     | 0.00             | 736.28           |
| Albright, Lori S       | Teacher                     | 69,766.22     | 500.00           | 746.00           |
| Allard, Margaret E     | Ed Assistant                | 9,565.92      | 0.00             | 88.00            |
| Allen, Thomas F        | HS Teacher                  | 0.00          | 0.00             | 7,855.00         |
| Ambrose, Clifford      | Custodian                   | 39,764.10     | 0.00             | 1,273.15         |
| Andac, Elizabeth P     | Eddy SN Teacher/ Teacher SS | 4,225.28      | 0.00             | 136.00           |
| Anderson, Jo Ann       | Teacher                     | 0.00          | 0.00             | 451.00           |
| Anderson, Norma Jean   | HS Teacher                  | 38,693.13     | 0.00             | 3,860.76         |
| Annis, Sophia          | Substitute                  | 2,626.85      | 0.00             | 1,106.25         |
| Anthony, Ellen R       | Substitute                  | 0.00          | 0.00             | 62.00            |
| Anthony, Megan L       | Middle School Teacher       | 58,379.91     | 0.00             | 556.80           |
| Anthony, Tracy R       | WES Teacher                 | 2,801.58      | 0.00             | 2,577.30         |
| Appleton, Scott        | Custodian                   | 47,670.40     | 600.00           | 2,198.00         |
| Armentrout, Randi E    | ELL Teacher                 | 0.00          | 0.00             | 1,860.00         |
| Ashwell, Patricia      | Substitute                  | 0.00          | 0.00             | 360.00           |
| Avery, Joshua          | Custodian                   | 46,259.30     | 0.00             | 3,000.00         |
| Avery, Sharon E        | Cafeteria Worker            | 9,119.27      | 0.00             | 1,322.32         |
| Ayers, Dana L          | Substitute                  | 0.00          | 0.00             | 2,880.00         |
| Ayochook, Michelle A   | HS Cafeteria Manager        | 19,100.09     | 0.00             | 1,408.71         |
| Bader, Carol A         | MS SN Secretary             | 38,341.80     | 0.00             | 2,746.74         |
| Baker, Robert          | Community Education         | 540.00        | 0.00             | 0.00             |
| Bakker, Donald         | Teacher                     | 17,230.80     | 0.00             | 0.00             |
| Baldwin, Nancy P       | Teacher                     | 83,853.98     | 0.00             | 2,790.50         |
| Barnatchez, Kelly J    | SBES Teacher                | 4,571.89      | 0.00             | 391.50           |
| Barr, Gregory A        | Middle School Teacher       | 63,144.46     | 0.00             | 6,019.06         |
| Barron, Alexis P       | Community Education         | 400.00        | 0.00             | 0.00             |
| Bartolini, Nicolette N | EES Teacher                 | 0.00          | 0.00             | 127.50           |

| <b>Employee</b>           | <b>Position</b>      | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|---------------------------|----------------------|---------------|------------------|------------------|
| Bartolini-Trott, Bonnie J | HS SN Teacher        | 85,650.69     | 500.00           | 486.00           |
| Bausch, Janet L           | Ed Assistant         | 0.00          | 0.00             | 25.00            |
| Beale, Tamara             | Cafeteria            | 0.00          | 0.00             | 101.97           |
| Beavan, Allison           | Teacher              | 82,218.29     | 500.00           | 1,371.00         |
| Bell, Valerie G           | Teacher              | 84,234.19     | 2,000.00         | 746.00           |
| Bellarosa, Caroline       | Teacher              | 0.00          | 0.00             | 85.00            |
| Bentz, Airami C           | HS Teacher           | 77,384.53     | 0.00             | 6,004.00         |
| Berg, Kathryn J           | K Grant              | 100,509.35    | 500.00           | 2,119.90         |
| Bergstrom, Debra A        | Eddy SN Ed Assistant | 12,106.92     | 0.00             | 88.00            |
| Bertrand, Shannon         | Teacher              | 86,817.22     | 500.00           | 319.50           |
| Berzinis, Mary D          | Speech Therapist     | 40,225.52     | 0.00             | 980.50           |
| Bianchi, Elizabeth A      | Ed Assistant         | 28,215.20     | 750.00           | 25.00            |
| Biathrow, Sadie           | Ed Assistant         | 17,345.79     | 0.00             | 975.00           |
| Bienvue, Nancy A          | MS Ed Assistant      | 0.00          | 0.00             | 8,109.10         |
| Birchall, Joanne N        | HS SN Ed Assistant   | 0.00          | 0.00             | 12.00            |
| Birchall, Joanne N        | HS SN Ed Assistant   | 35,269.00     | 1,000.00         | 878.00           |
| Birchall, Ryan N          | HS Art Teacher       | 44,221.80     | 0.00             | 746.00           |
| Bishop, Carol L           | Substitute           | 0.00          | 0.00             | 1,103.90         |
| Blackwell, Patrick E      | Substitute           | 0.00          | 0.00             | 75.00            |
| Blair, Gail L             | Ed Assistant         | 35,269.00     | 1,000.00         | 309.00           |
| Blanchard, Jeffrey S      | Coach                | 0.00          | 0.00             | 2,229.00         |
| Blascio, Katsiaryna       | Teacher              | 66,593.92     | 0.00             | 1,639.00         |
| Blau, Reva T              | MS Teacher           | 48,560.00     | 0.00             | 5,135.00         |
| Bohannon, Justin C        | Teacher              | 72,182.74     | 0.00             | 4,845.00         |
| Bohannon, Meredith N      | Teacher              | 81,621.43     | 0.00             | 882.00           |
| Bolinder, Richard         | Groundsman           | 48,692.90     | 700.00           | 0.00             |
| Borsari, JoAnn            | Teacher              | 0.00          | 0.00             | 34.00            |
| Boskus, Stephen W         | Guidance Counselor   | 82,606.00     | 0.00             | 5,061.85         |
| Botsford, Leslie G        | Substitute           | 212.98        | 0.00             | 16,962.48        |
| Bouyea, Nancy             | Custodian            | 41,369.60     | 0.00             | 5,950.75         |
| Bovino, Kathleen          | Teacher              | 0.00          | 0.00             | 34.00            |
| Boyd, Margaret            | Ed Assistant         | 20,661.06     | 0.00             | 0.00             |
| Brackett, Bonnie B        | Teacher              | 18,838.51     | 2,000.00         | 0.00             |

| <b>Employee</b>         | <b>Position</b>           | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|-------------------------|---------------------------|---------------|------------------|------------------|
| Branco, Donna           | Cafeteria                 | 1,363.40      | 800.00           | 0.00             |
| Brocklebank, Veronica   | PreSchool Ed Assistant    | 23,508.48     | 1,000.00         | 62.00            |
| Brooks, Suzanne H       | SN Educational Assistant  | 12,202.00     | 0.00             | 331.50           |
| Brookshire, Edward C    | Athletic Event Worker     | 0.00          | 0.00             | 670.00           |
| Brown, Lisa             | Teacher                   | 85,750.22     | 500.00           | 2,132.47         |
| Bruemmer, Kimberly W    | Teacher                   | 0.00          | 0.00             | 1,641.00         |
| Brunelle, Donna M       | Ed Assistant              | 0.00          | 0.00             | 11,138.40        |
| Brunelle, Sarah J       | SBES Ed Assistant         | 10,127.00     | 0.00             | 0.00             |
| Brunst, Diane           | Tutor                     | 26,734.65     | 0.00             | 0.00             |
| Bucar, James F          | Ed Assistant              | 23,216.34     | 0.00             | 12.00            |
| Bucci, Elisa            | Teacher                   | 0.00          | 0.00             | 399.50           |
| Bulman, Thomas J        | Substitute                | 28,088.28     | 0.00             | 1,145.76         |
| Burr, Leslie            | Substitute                | 0.00          | 0.00             | 360.00           |
| Burroughs, Leigh A      | Middle School Teacher     | 82,218.29     | 0.00             | 1,957.50         |
| Burton, Alison A        | Substitute                | 0.00          | 0.00             | 400.00           |
| Butler, Shawn M         | Custodian                 | 15,782.40     | 0.00             | 1,444.58         |
| Butts, Mary             | Teacher                   | 87,704.82     | 1,500.00         | 0.00             |
| Cahill, Bridget A       | Substitute                | 363.11        | 0.00             | 0.00             |
| Cahill, Lisa D          | SBES K-Grant Ed Assistant | 10,127.00     | 0.00             | 0.00             |
| Cahill, Maryanne        | Preschool Ed Assist       | 22,563.66     | 0.00             | 91.12            |
| Callahan, Alice         | Substitute                | 0.00          | 0.00             | 360.00           |
| Callan, Phyllis         | Community Education       | 900.00        | 0.00             | 0.00             |
| Cameron, June           | Substitute                | 5,890.97      | 0.00             | 403.00           |
| Cameron, Katie          | Guidance Counselor        | 69,770.36     | 0.00             | 5,892.28         |
| Cameron, Marcia         | Asst Principal            | 108,927.75    | 2,100.00         | 1,404.00         |
| Campbell, Diane         | Region Access             | 0.00          | 0.00             | 16,349.00        |
| Campbell-Halley, Noah C | SBES Teacher              | 0.00          | 0.00             | 663.50           |
| Cancellieri, Jane M     | Substitute                | 0.00          | 0.00             | 40.00            |
| Caretti, Ann            | Director of Student Svcs  | 119,722.25    | 2,500.00         | 0.00             |
| Carlson, Danielle H     | Substitute                | 0.00          | 0.00             | 90.00            |
| Carlson, Jan            | MS Secretary              | 29,840.58     | 1,000.00         | 620.24           |

| <b>Employee</b>       | <b>Position</b>     | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|-----------------------|---------------------|---------------|------------------|------------------|
| Carnathan, Susan M    | Substitute          | 0.00          | 0.00             | 1,280.00         |
| Carosella, Jeanne     | MS SN Ed Assistant  | 28,486.71     | 1,000.00         | 0.00             |
| Carpenter, Pamela     | HS Teacher          | 32,226.20     | 0.00             | 4,724.20         |
| Carr, Deborah         | Ed Assistant        | 1,946.41      | 0.00             | 0.00             |
| Carreiro, Diane       | Principal           | 578.00        | 0.00             | 0.00             |
| Caruso, Angela M      | HS Ed Assistant     | 24,131.00     | 0.00             | 0.00             |
| Casey, Patricia G     | MS Teacher          | 69,120.00     | 0.00             | 0.00             |
| Castellano, Alan      | Teacher             | 87,293.88     | 2,000.00         | 1,585.00         |
| Cedeno, Anthony G     | Guidance Counselor  | 87,293.88     | 0.00             | 3,497.64         |
| Chapman, Anthony      | Custodian           | 40,178.70     | 0.00             | 1,651.69         |
| Chiarello, Kerry C    | SN Teacher          | 64,824.99     | 0.00             | 1,320.41         |
| Christensen, Janake M | ED Assistant        | 0.00          | 0.00             | 3,357.50         |
| Chudomei, Diane S     | SN Ed Assitant      | 33,400.00     | 0.00             | 0.00             |
| Ciarleglio, Raymond E | Fall Coach          | 0.00          | 0.00             | 3,729.00         |
| Claireaux, Christine  | HS Teacher          | 77,470.60     | 0.00             | 1,246.00         |
| Clancy, Lori J        | Ed Assistant        | 1,157.11      | 0.00             | 0.00             |
| Clark, Andrew         | Teacher             | 84,234.19     | 500.00           | 1,999.00         |
| Clark, Matthew P      | Region Coach        | 0.00          | 0.00             | 3,474.00         |
| Clark, Robert         | Custodian           | 26,015.04     | 700.00           | 2,192.30         |
| Clark, Stacey C       | MS SN Teacher       | 64,614.78     | 0.00             | 753.00           |
| Clark, Susan A        | Substitute          | 0.00          | 0.00             | 27.45            |
| Clarke, Gary K        | Substitute          | 0.00          | 0.00             | 137.00           |
| Clemmer, Heidi        | Teacher             | 374.00        | 0.00             | 646.00           |
| Close, Andrea         | SN Ed Assistant     | 0.00          | 0.00             | 12.00            |
| Coffey, Erin M        | OES LT Substitute   | 0.00          | 0.00             | 3,230.00         |
| Cohen, Valerie        | Teacher             | 0.00          | 2,500.00         | 0.00             |
| Colgan, Teri-Lynn     | Tutor               | 0.00          | 0.00             | 772.00           |
| Collins, Alana J      | HS Ed Assistant     | 19,537.27     | 0.00             | 0.00             |
| Conner, Kimberly      | MS Teacher          | 84,234.19     | 500.00           | 399.50           |
| Conrad, Lisa H        | Eddy Nurse/Nurse SS | 0.00          | 0.00             | 34.00            |
| Conrad, Thomas        | HS Principal        | 138,921.50    | 3,500.00         | 1,585.00         |

| <b>Employee</b>        | <b>Position</b>            | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|------------------------|----------------------------|---------------|------------------|------------------|
| Consiglio-Noks, Arlynn | Secret to Student Svcs Dir | 58,125.42     | 1,250.00         | 0.00             |
| Corrado, Matthew       | Community Education        | 360.00        | 0.00             | 0.00             |
| Correia, Jeanne        | SBES Ed Assistant          | 0.00          | 0.00             | 25.00            |
| Cowan, Robert          | Drivers Ed Instructor      | 0.00          | 0.00             | 13,920.00        |
| Craven, Raymond        | Teacher                    | 82,606.00     | 500.00           | 780.00           |
| Curtis, Karen          | MS SN Ed Asst.             | 28,486.71     | 1,000.00         | 120.00           |
| Czujak, Deborah        | Ed Assistant               | 0.00          | 0.00             | 264.08           |
| Da Silva, Carina C     | ELL Tutor                  | 0.00          | 0.00             | 5,760.25         |
| Daigle, Suzanne E      | Substitute                 | 0.00          | 0.00             | 1,195.00         |
| Dalton, Lynn           | SN Teacher                 | 0.00          | 0.00             | 1,655.16         |
| Daniels, Patsy         | Substitute                 | 0.00          | 0.00             | 630.00           |
| Daniels, Susan L       | Substitute                 | 150.98        | 0.00             | 613.07           |
| Davies, Paul           | Teacher                    | 17,230.80     | 0.00             | 28.56            |
| Davis, Kathleen        | Teacher                    | 346.61        | 0.00             | 585.02           |
| Day, Judith            | MS Cafeteria               | 21,246.30     | 550.00           | 898.89           |
| DeAndrade, Leonice     | Cafeteria                  | 7,063.08      | 550.00           | 0.00             |
| Deegan, Tracey         | Teacher                    | 0.00          | 0.00             | 365.50           |
| Degnan, Emily          | SBES Teacher               | 510.00        | 0.00             | 34.00            |
| Delfino, Linda M       | Substitute                 | 0.00          | 0.00             | 6,160.00         |
| Demary, Alyse A        | Coach                      | 0.00          | 0.00             | 1,192.00         |
| DeOlivera, Cynthia B   | MS Cafeteria Manager       | 21,923.31     | 0.00             | 866.09           |
| DeSimone, Christine    | Teacher                    | 87,293.88     | 500.00           | 1,681.04         |
| DesRosiers, Donna M    | Psychologist               | 0.00          | 0.00             | 34.00            |
| Dever, Kelma           | Teacher Project Coord.     | 32,935.54     | 500.00           | 0.00             |
| Dinda, Linda           | Substitute                 | 0.00          | 0.00             | 480.00           |
| DiPaolo, Beverly J     | MS Teacher                 | 40,733.93     | 0.00             | 756.72           |
| DiProspero, Caroline W | Ed Assistant               | 1,947.60      | 0.00             | 231.07           |
| Dixon, Honora          | Teacher                    | 87,293.88     | 2,500.00         | 0.00             |
| Dodd, Ann Marie        | HS Cafeteria Worker        | 24.34         | 0.00             | 0.00             |
| Doherty, Michaela B    | Preschool Secretary        | 20,616.65     | 0.00             | 400.70           |
| Dombrowski, Kaitlyn A  | High School Teacher        | 33,241.40     | 0.00             | 6,355.30         |
| Dominic, Barbara       | Social Worker              | 82,218.07     | 0.00             | 1,627.99         |
| Donovan, David         | HS Teacher                 | 82,218.29     | 500.00           | 746.00           |

| <b>Employee</b>        | <b>Position</b>      | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|------------------------|----------------------|---------------|------------------|------------------|
| Donovan, Tonja         | Teacher              | 0.00          | 0.00             | 527.00           |
| Dora, Jo-Ann M         | Substitute           | 0.00          | 0.00             | 80.00            |
| Doucette, Barbara      | School Psychologist  | 181.56        | 0.00             | 1,628.30         |
| Driscoll, Thomas J     | Community Education  | 480.00        | 0.00             | 0.00             |
| Dubeau, Marsha         | Substitutes          | 0.00          | 0.00             | 160.00           |
| Dugan, William         | Treasurer            | 6,747.75      | 0.00             | 0.00             |
| Dugas, Marsha          | Eddy Teacher         | 0.00          | 0.00             | 59.50            |
| Dumont, Maureen        | HR Coordinator       | 64,982.93     | 3,000.00         | 0.00             |
| Dunford, Martha        | SBES Teacher         | 0.00          | 0.00             | 204.00           |
| Durgin, Richard        | Tutor                | 0.00          | 2,500.00         | 897.48           |
| Earle, Peter           | Extracurricular      | 0.00          | 0.00             | 4,723.50         |
| Eastman, Charles A     | HS Teacher           | 73,711.42     | 0.00             | 746.00           |
| Ednie, Christine A     | SBES SN Teacher      | 0.00          | 0.00             | 34.00            |
| Edwards, Emily Ann     | OES Spanish Teacher  | 0.00          | 0.00             | 160.00           |
| Edwards, Julie         | Physical Therapist   | 43,145.10     | 0.00             | 0.00             |
| Eitelbach, Colin A     | Coach                | 0.00          | 0.00             | 12,633.00        |
| Eldredge, Cynthia      | Eddy SN Ed Assistant | 11,622.66     | 0.00             | 382.50           |
| Eldridge, Michele      | OES Teacher          | 2,145.65      | 0.00             | 374.00           |
| Elia, Louis F          | Coach                | 0.00          | 0.00             | 4,747.00         |
| Ellis, Claudia M       | Substitute           | 0.00          | 0.00             | 1,858.00         |
| Ellis, Patricia L      | Substitute           | 0.00          | 0.00             | 400.00           |
| Endich, Roberta        | Librarian            | 87,293.88     | 0.00             | 3,542.00         |
| Erickson, Marguerite F | Eddy SN Ed Asst      | 20.00         | 0.00             | 0.00             |
| Ericson, Julie A       | SBES Teacher         | 0.00          | 0.00             | 1,238.00         |
| Ericson, Melissa E     | Substitute - Tutor   | 0.00          | 0.00             | 8,528.04         |
| Escher, Mary Christine | Teacher              | 22,204.62     | 0.00             | 9,748.00         |
| Espeseth, Doreen       | Substitute           | 0.00          | 0.00             | 1,441.50         |
| Evans, Henry K         | HS Teacher           | 82,218.29     | 0.00             | 5,242.00         |
| Faline, Sara L         | Substitute           | 0.00          | 0.00             | 720.00           |
| Fannon, Diane M        | HS Cafeteria Worker  | 6,069.81      | 0.00             | 218.23           |
| Farber, Cirrus R       | Teacher              | 0.00          | 0.00             | 127.50           |
| Faris, Stacey          | Brewster Teacher     | 0.00          | 0.00             | 34.00            |
| Faris, Thomas A        | HS Teacher           | 84,234.19     | 0.00             | 6,783.00         |

| <b>Employee</b>           | <b>Position</b>                | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|---------------------------|--------------------------------|---------------|------------------|------------------|
| Farren, Jennifer A        | Region Occupational Therapist  | 6,794.70      | 0.00             | 0.00             |
| Fasano, Peter J           | Coach                          | 0.00          | 0.00             | 2,793.00         |
| Faucher, Roger H          | HS Teacher                     | 87,293.88     | 2,000.00         | 9,200.00         |
| Fernandes, Abigail L      | CO Secretary A/P               | 36,171.85     | 0.00             | 360.00           |
| Ferreira, Jacob J         | Substitute                     | 0.00          | 0.00             | 225.00           |
| Ferri, Kathleen M         | Teacher                        | 363.11        | 0.00             | 357.00           |
| Fields, Stephanie L       | MS SN Ed Assistant             | 32,297.00     | 450.00           | 169.00           |
| Filmer-Gallagher, Heidi M | Substitute                     | 0.00          | 0.00             | 80.00            |
| Finnegan, Joanne S        | Eastham Principal              | 0.00          | 0.00             | 255.00           |
| Fisher-Hilmer, Linda J    | Community Education            | 360.00        | 0.00             | 0.00             |
| Fitzgerald, Esther        | Adult Ed Director              | 23,782.85     | 550.00           | 0.00             |
| Fitzgerald, Janet A       | Community Education            | 375.00        | 0.00             | 0.00             |
| Fitzpatrick, Julie Anne   | HS Ed Assistant                | 30,469.00     | 1,000.00         | 2,578.10         |
| Flaherty, Jennifer A      | Substitute                     | 0.00          | 0.00             | 1,110.50         |
| Flanagan, Julie M         | MS Teacher                     | 82,218.29     | 0.00             | 3,683.56         |
| Fleischer, Dorothy B      | Community Education            | 1,000.00      | 0.00             | 0.00             |
| Flynn, Richard            | Substitute                     | 0.00          | 0.00             | 638.23           |
| Foley, Sandra L           | Sec. to Dir.Finance/Operations | 57,934.55     | 0.00             | 0.00             |
| Ford, Lillian Ashley      | HS SN Teacher                  | 70,580.92     | 0.00             | 1,010.08         |
| Ford, Susan J             | SBES Data Mng Sec              | 20.00         | 0.00             | 68.00            |
| Fournier, Brett R         | Coach                          | 0.00          | 0.00             | 2,288.00         |
| Fox, Cynthia Jean         | SB Preschool Teacher           | 85,750.22     | 2,000.00         | 2,568.00         |
| Frankel, Karen A          | Teacher                        | 27,714.03     | 0.00             | 229.50           |
| Friedman, Bette           | Community Education            | 2,700.00      | 0.00             | 0.00             |
| Fromm, Alice D            | Substitute                     | 0.00          | 0.00             | 480.00           |
| Fronius, Denise           | Principal                      | 561.00        | 0.00             | 459.00           |
| Frost, Priscilla          | HS Teacher                     | 16,455.21     | 0.00             | 0.00             |
| Frye, Amy                 | SN Teacher                     | 1,023.31      | 0.00             | 594.18           |
| Fyfe, Stuart P            | Coach                          | 0.00          | 0.00             | 3,729.00         |
| Gallagher, Meghan E       | Substitute                     | 0.00          | 0.00             | 70.00            |
| Gardner, Charles F        | Substitute                     | 4,585.86      | 0.00             | 603.55           |
| Gauley, Keith             | Assistant Superintendent       | 123,588.50    | 0.00             | 0.00             |
| Gengareilly, Laurie J     | MS SN Ed Assistant             | 28,486.71     | 1,200.00         | 1,431.00         |

| <b>Employee</b>        | <b>Position</b>           | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|------------------------|---------------------------|---------------|------------------|------------------|
| Gibson, Judith A       | Psychologist              | 35,085.96     | 500.00           | 0.00             |
| Gifford, Bonny L       | Assistant Superintendent  | 3,033.50      | 0.00             | 1,789.50         |
| Gifford, John R        | Substitute                | 0.00          | 0.00             | 8,113.50         |
| Glaser-Gilrein, Dianne | Substitute                | 0.00          | 0.00             | 1,070.00         |
| Gomez, Duane P         | Custodian                 | 503.40        | 0.00             | 0.00             |
| Goodrich, Lisa A       | MS Guidance Secretary     | 37,980.37     | 0.00             | 1,342.73         |
| Graciano, Catherine T  | School Psychologist       | 0.00          | 0.00             | 99.03            |
| Gradone, Michael B     | Coach                     | 0.00          | 0.00             | 3,155.50         |
| Grant, Jennifer        | Educational Assistant     | 20,661.06     | 0.00             | 1,718.50         |
| Granville, Robert M    | HS Teacher                | 45,825.00     | 0.00             | 8,266.86         |
| Green, Mary Kathleen   | Ed Assistant              | 34,235.00     | 450.00           | 5,740.00         |
| Gregg, Paul A          | OES Teacher               | 26,494.65     | 0.00             | 4,742.04         |
| Grozier, Christine H   | HS SN Ed Assistant        | 28,486.71     | 750.00           | 0.00             |
| Gula, Jennifer E       | MS Teacher                | 87,293.88     | 0.00             | 0.00             |
| Guttmann, Brendan J    | Community Education/Coach | 15,148.00     | 0.00             | 3,877.00         |
| Hacking-Davis, Robin L | Eddy Ed Assistant         | 231.43        | 0.00             | 340.00           |
| Hagopian, Berj N       | MS Teacher                | 87,293.88     | 500.00           | 585.36           |
| Hamer, Judith          | HS Teacher                | 85,749.51     | 1,500.00         | 746.00           |
| Hammond, Catherine L   | Community Education       | 360.00        | 0.00             | 0.00             |
| Hammond, Majen P       | Teacher                   | 87,293.88     | 1,500.00         | 4,457.50         |
| Hancock, Susan         | EDDY Ed Assistant         | 0.00          | 0.00             | 330.10           |
| Hannon, Kathleen B     | SBES Teacher              | 0.00          | 0.00             | 68.00            |
| Hansen, Karen B        | MS Teacher                | 87,293.88     | 1,500.00         | 3,504.50         |
| Hart, Susan C          | Substitute                | 0.00          | 0.00             | 400.00           |
| Hartung, Bonnie K      | MS Nurse                  | 106.46        | 0.00             | 213.04           |
| Hartung, Bonnie K      | MS Nurse                  | 32,951.35     | 0.00             | 6,712.34         |
| Harvey, Katherine      | MS Teacher                | 69,257.53     | 0.00             | 428.40           |
| Hathaway, Gabrielle C  | Substitute                | 0.00          | 0.00             | 31.00            |
| Hayes, Sandra L        | Substitute                | 0.00          | 0.00             | 640.00           |
| Hemmenway, Clare S     | Substitute                | 0.00          | 0.00             | 70.00            |
| Hendrickx, Ezra        | HS Teacher                | 82,218.29     | 0.00             | 4,402.82         |
| Hepinstall, Karen E    | HS Teacher                | 87,002.66     | 500.00           | 4,844.00         |
| Hibbert, Andrea C      | Community Education       | 2,160.00      | 0.00             | 0.00             |



| <b>Employee</b>           | <b>Position</b>               | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|---------------------------|-------------------------------|---------------|------------------|------------------|
| Hicks, Brian R            | HS Teacher                    | 82,218.29     | 500.00           | 4,310.00         |
| Higgins, Jane P           | Community Education           | 2,580.00      | 0.00             | 0.00             |
| Higgins, Kenneth          | Athletic Event Worker         | 0.00          | 0.00             | 850.00           |
| Hinkle, Harry F           | Coach                         | 0.00          | 0.00             | 3,344.00         |
| Hirst, Chelsea V          | Substitute                    | 0.00          | 0.00             | 75.00            |
| Hirst, William L          | Coach                         | 0.00          | 0.00             | 7,962.00         |
| Hoffmann, Richard J       | Superintendent                | 168,624.50    | 0.00             | 4,928.00         |
| Hollander-Essig, Charles  | Teacher                       | 0.00          | 0.00             | 382.50           |
| Hotetz, Linda A           | Stony Ed Assistant            | 10,127.00     | 0.00             | 0.00             |
| Hourihan, Maureen         | Middle School Tutor           | 2,293.39      | 0.00             | 0.00             |
| Howarth, Phillip          | Coach                         | 0.00          | 0.00             | 4,488.00         |
| Hoyt, Elizabeth S         | ELL Tutor                     | 0.00          | 0.00             | 13,930.22        |
| Hoyt, Karl F              | HS Teacher                    | 82,218.29     | 1,500.00         | 188.25           |
| Hughes, Joanna E          | Eddy Elementary Principal     | 561.00        | 0.00             | 0.00             |
| Hughes, Sharon Keller     | Orleans SN Teacher            | 23,872.38     | 0.00             | 10,996.84        |
| Hutton, Sarah P           | MS Teacher                    | 72,561.69     | 0.00             | 4,186.04         |
| Ilkovich, Katie           | Coach                         | 0.00          | 0.00             | 3,230.00         |
| Israel, Deborah A         | Community Education           | 3,600.00      | 0.00             | 0.00             |
| Jackman, Bonnie E         | Social Worker                 | 87,293.88     | 0.00             | 3,643.18         |
| Jackson, Brandy B         | Middle School Teacher         | 63,144.46     | 0.00             | 2,445.58         |
| Jenkins, Martha F         | Teacher                       | 561.00        | 0.00             | 1,267.00         |
| Johnson, Gregory H        | Community Education           | 3,038.94      | 0.00             | 13,249.06        |
| Johnson, Lorraine S       | Eddy Teacher                  | 0.00          | 0.00             | 1,586.00         |
| Johnson, Patricia O'Leary | SBES Ed Assistant             | 0.00          | 0.00             | 50.00            |
| Johnston, Ross B          | HS Teacher                    | 85,750.22     | 500.00           | 746.00           |
| Jordan, Edward J          | Substitute                    | 0.00          | 0.00             | 8,120.00         |
| Joyce, Timothy            | Substitute                    | 0.00          | 0.00             | 14,679.65        |
| Kaar, Alison B            | HS Teacher                    | 81,588.94     | 0.00             | 1,385.00         |
| Kanavos, Joyce            | Accounts Payable/Receptionist | 28,696.20     | 1,250.00         | 0.00             |
| Kandall, Amy              | HS Teacher                    | 78,474.16     | 0.00             | 746.00           |
| Karp, Doris M             | Substitute                    | 0.00          | 0.00             | 3,480.74         |
| Keavy, Debra A            | HS Teacher                    | 65,100.01     | 0.00             | 774.56           |
| Kehoe, Paul               | SBES Teacher                  | 0.00          | 0.00             | 102.00           |

| <b>Employee</b>          | <b>Position</b>               | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|--------------------------|-------------------------------|---------------|------------------|------------------|
| Kelley, Thomas R         | Substitute                    | 0.00          | 0.00             | 1,665.90         |
| Kelly, James M           | Custodian                     | 33,342.34     | 0.00             | 445.76           |
| Kelly, Karen             | Substitute                    | 0.00          | 0.00             | 3,120.00         |
| Kemp, Matthew D          | MS Teacher                    | 9,071.46      | 0.00             | 4,100.04         |
| Kendrew, Ingrid E        | MS Teacher                    | 82,218.29     | 0.00             | 1,557.00         |
| Kenyon, Keith Edward     | Activities Coordinator        | 93,565.15     | 0.00             | 2,665.60         |
| Keon, Diane Smith        | HS Teacher                    | 87,293.88     | 500.00           | 888.80           |
| Kerig, John A            | Custodian                     | 2,681.16      | 0.00             | 267.12           |
| Kerse-McMillin, Maura C. | HS Teacher                    | 82,218.29     | 0.00             | 1,562.00         |
| Kersteen, Hilary F       | HS Teacher                    | 73,482.94     | 0.00             | 0.00             |
| Keyes, Brian J           | Coach                         | 0.00          | 0.00             | 3,151.00         |
| Kieffer, Johanne M       | MS SN Ed Assistant            | 23,216.34     | 450.00           | 145.00           |
| King, Selena F           | HS Teacher                    | 49,330.29     | 1,500.00         | 330.10           |
| Kipp, Anna E             | Substitute                    | 0.00          | 0.00             | 109.80           |
| Kirouac, Sean            | MS Teacher                    | 55,688.01     | 0.00             | 4,610.00         |
| Kniec, Ariana L          | HS Teacher                    | 49,871.25     | 0.00             | 4,845.00         |
| Knight, Donna            | Substitute                    | 360.00        | 0.00             | 0.00             |
| Kobold, Julie            | HS Teacher                    | 67,382.02     | 0.00             | 1,880.00         |
| Kocaba, Kathleen G       | Title I/Reading Specialist    | 11,910.99     | 0.00             | 4,561.25         |
| Koch, Michelle R         | MS Ed Assistant               | 23,216.34     | 450.00           | 60.00            |
| Koebel, Linda Marie      | MS LT Substitute              | 0.00          | 0.00             | 13,656.14        |
| Kopitsky, Kathleen G     | Substitute                    | 0.00          | 0.00             | 310.00           |
| Kosh, Heidi K            | Coach                         | 0.00          | 0.00             | 3,344.00         |
| Kremer, Ralf             | Network Systems Administrator | 39,069.40     | 0.00             | 0.00             |
| Krenik, John             | MS Teacher                    | 87,293.88     | 2,000.00         | 125.50           |
| Krikorian, Kathleen      | MS SN Ed Assistant            | 24,609.48     | 450.00           | 60.00            |
| Kruczynska, Regina       | Community Education           | 240.00        | 0.00             | 0.00             |
| Labman, Sarah L          | Substitute                    | 0.00          | 0.00             | 1,483.00         |
| LaBonte, Emily F         | SN Ed Assistant               | 1,312.15      | 0.00             | 924.75           |
| LaBranche, Christine W   | HS SN Ed Assistant            | 16,366.14     | 0.00             | 1,477.00         |
| LaBranche, Robert A      | HS Teacher                    | 82,218.29     | 0.00             | 11,408.54        |
| Lagasse, Erin            | Teacher                       | 0.00          | 0.00             | 255.00           |
| Lagasse, Karen M         | HS Teacher                    | 84,234.19     | 1,500.00         | 6,092.00         |

| <b>Employee</b>        | <b>Position</b>            | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|------------------------|----------------------------|---------------|------------------|------------------|
| Lampron, Danielle M    | Substitute                 | 0.00          | 0.00             | 187.50           |
| Lane, Theresa L        | Ed Assistant               | 27,651.33     | 750.00           | 403.00           |
| Lantz, Alexandra       | Community Education        | 1,000.00      | 0.00             | 0.00             |
| Lavery, Brian D        | MS PE Teacher              | 63,681.87     | 0.00             | 6,999.00         |
| Lavoine, Barbara A     | Director of Technology     | 91,917.75     | 0.00             | 34.00            |
| Leanues, Susan K       | Substitute                 | 0.00          | 0.00             | 280.00           |
| Leary, Geoffrey W      | Driver Ed Coord/Instructor | 0.00          | 0.00             | 28,244.76        |
| Lebow, Elizabeth A     | HS Teacher                 | 84,234.19     | 500.00           | 1,122.50         |
| LedDuke, Dana B        | Summer School Teacher      | 3,573.34      | 0.00             | 0.00             |
| Leduc, Diane J         | Substitute                 | 0.00          | 0.00             | 107.45           |
| Lee, Diane             | Community Education        | 1,440.00      | 0.00             | 0.00             |
| Lee-DeStefano, Tracy L | HS Teacher                 | 72,709.13     | 0.00             | 746.00           |
| Leighton, Ann C        | Spanish Teacher            | 51,901.83     | 0.00             | 34.00            |
| Leighton, Barry        | Community Education        | 480.00        | 0.00             | 0.00             |
| Leighton, Lauren V     | HS LT Substitute           | 1,386.42      | 0.00             | 40,274.04        |
| Lenz, Gregory F        | Substitute                 | 0.00          | 0.00             | 66.34            |
| Levy, Eloise R         | MS Teacher                 | 84,234.19     | 2,000.00         | 557.50           |
| Lewis, Robert          | HS Facilities Manager      | 70,347.00     | 300.00           | 1,788.54         |
| Lindahl, Paul          | HS Teacher                 | 84,234.19     | 0.00             | 1,746.20         |
| Lizotte, Jennifer Lee  | Substitute                 | 1,980.60      | 0.00             | 0.00             |
| Lizotte, Timothy R     | Middle School Teacher      | 2,261.19      | 0.00             | 0.00             |
| Lombard, Martha M      | MS Teacher                 | 34,399.26     | 0.00             | 363.11           |
| London, Deborah H      | Tutor                      | 32.20         | 0.00             | 4,662.69         |
| Lum, Sally             | HS Teacher                 | 49,629.51     | 0.00             | 0.00             |
| Mabile, Sharon J       | HS Teacher                 | 16,163.99     | 0.00             | 0.00             |
| MacDonald, Eduardo     | Asst Principal             | 110,158.75    | 1,622.00         | 1,585.00         |
| MacDonald, Kathryn     | HS Guidance Secretary      | 39,076.20     | 1,250.00         | 15,938.27        |
| Mack, Kristina L       | HS SN Teacher              | 53,977.42     | 0.00             | 0.00             |
| Mack, Martha D         | PreSchool Admin/Adj Coun.  | 41,664.00     | 0.00             | 15,289.95        |
| Mackeil, Louis M       | Community Education        | 960.00        | 0.00             | 0.00             |
| Magher, Robert         | WES Ed Assistant           | 0.00          | 0.00             | 34.00            |
| Maguire, Mary Ann      | Food Services Bookkeeper   | 49,002.00     | 1,800.00         | 0.00             |

| <b>Employee</b>       | <b>Position</b>          | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|-----------------------|--------------------------|---------------|------------------|------------------|
| Malloy, Kate M        | MS Teacher               | 61,693.54     | 0.00             | 102.00           |
| Manach, Emily R       | Educational Assistant    | 2,244.27      | 0.00             | 17,128.40        |
| Marcellino, Norma     | Substitute               | 0.00          | 0.00             | 4,892.67         |
| Marchant, Patricia M  | Eddy Teacher             | 0.00          | 0.00             | 68.00            |
| Margotta, Kathryn M   | Ed Assistant             | 23,706.83     | 1,000.00         | 50.00            |
| Marino, Cathy         | Ed Assistant             | 20.00         | 0.00             | 12,078.36        |
| Markovich, Paul       | Asst Principal           | 110,158.75    | 3,957.00         | 3,340.00         |
| Marquit, Jayne H      | Ed Assistant             | 35,269.00     | 1,200.00         | 1,541.00         |
| Martin, Amy L         | Office/Data Mgmt Secy    | 30,968.49     | 1,250.00         | 563.85           |
| Martin-Langtry, Donna | Speech/Language          | 0.00          | 0.00             | 399.50           |
| Mathison, Mark W      | HS SN Teacher            | 82,218.29     | 2,500.00         | 0.00             |
| Mattison, John K      | Teacher                  | 53,977.42     | 0.00             | 4,877.00         |
| Matulaitis, Susan     | SBES SN Ed Assistant     | 1,272.82      | 0.00             | 0.00             |
| Maynard, Kenneth      | HS Teacher               | 0.00          | 0.00             | 12,314.80        |
| McCarthy, John R      | Coach                    | 0.00          | 0.00             | 5,398.00         |
| McCarthy, Kathleen C  | SBES Teacher             | 0.00          | 0.00             | 297.50           |
| McCarthy, Tammy J     | MS Teacher               | 80,055.37     | 0.00             | 688.50           |
| McConchie, Ann S      | MS Teacher               | 87,705.00     | 0.00             | 3,418.50         |
| McConchie, Craig T    | Fall Coach               | 0.00          | 0.00             | 2,526.00         |
| McCully, John D       | HS Coach                 | 0.00          | 0.00             | 4,488.00         |
| McCully, Kathleen F   | HS Teacher               | 82,218.29     | 500.00           | 9,075.00         |
| McDermott, Nancy H    | Substitute               | 0.00          | 0.00             | 2,490.00         |
| McGown, Jane          | HS Teacher               | 84,234.19     | 500.00           | 3,483.98         |
| McGrath, Lori K       | Ed Assistant             | 10,127.00     | 0.00             | 0.00             |
| McKendree, Charles A  | HS PE Teacher            | 34,399.26     | 0.00             | 8,701.00         |
| McMahon, Michele C    | Eddy Tutor               | 2,277.70      | 0.00             | 0.00             |
| McNamara, Michael P   | HS Teacher               | 87,293.88     | 500.00           | 6,516.00         |
| Mellin, Diana R       | HS Teacher               | 82,218.29     | 0.00             | 746.00           |
| Meyer, Deborah A      | Substitute               | 161.00        | 0.00             | 0.00             |
| Michael, Patrice      | Teacher Title 1 and SBES | 26,751.20     | 0.00             | 153.00           |
| Milan, Neal A         | Teacher                  | 14,691.19     | 0.00             | 949.97           |
|                       | HS Teacher               | 82,606.00     | 0.00             | 1,232.00         |

| <b>Employee</b>           | <b>Position</b>                      | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|---------------------------|--------------------------------------|---------------|------------------|------------------|
| Miller, Brandon T         | Substitute                           | 0.00          | 0.00             | 420.00           |
| Miller, Sarah E           | Secretary to the Asst Superintendent | 34,238.49     | 0.00             | 0.00             |
| Millette-Kelley, Marianne | Librarian                            | 0.00          | 0.00             | 34.00            |
| Minkoff, Maxine           | MS Principal                         | 121,059.25    | 0.00             | 3,000.00         |
| Mitchell, Holley C        | Ed Assistant                         | 1,053.78      | 0.00             | 0.00             |
| Miville, Courtney         | Teacher                              | 63,144.46     | 0.00             | 2,716.12         |
| Moen, Sarah               | Substitute                           | 0.00          | 0.00             | 75.00            |
| Moll, Gloria              | Community Education                  | 4,080.00      | 0.00             | 0.00             |
| Monger, Joshua G          | Substitute                           | 16.00         | 0.00             | 0.00             |
| Moniz, Cynthia F          | MS Teacher                           | 66,720.15     | 0.00             | 0.00             |
| Montano, Dawn M           | Ed Assistant                         | 19,687.50     | 450.00           | 125.00           |
| Monteiro, Brian Michael   | Custodian NRMS                       | 36,254.95     | 0.00             | 1,447.78         |
| Montgomery, Amy D         | Eddy Teacher                         | 6,252.02      | 0.00             | 0.00             |
| Moore, Anne C             | Eddy Librarian                       | 20.00         | 0.00             | 25.50            |
| Moore, Michael G          | MS Teacher                           | 87,293.88     | 2,000.00         | 161.50           |
| Moran, Gisella M          | Substitute                           | 0.00          | 0.00             | 31.00            |
| Moronta, Anne T           | OES Teacher                          | 16,064.71     | 0.00             | 826.24           |
| Morris, Catherine E       | Ed Assistant                         | 28,486.71     | 1,000.00         | 3,109.92         |
| Mosesso, Angela Mary      | HS Teacher                           | 87,293.88     | 4,000.00         | 5,346.00         |
| Moss, Trevor              | Coach                                | 0.00          | 0.00             | 3,146.00         |
| Mountain, Mary Ellen      | HS SN Teacher                        | 88,284.18     | 3,700.00         | 5,242.00         |
| Muholland, Sean J         | HS Teacher                           | 77,750.00     | 0.00             | 4,004.56         |
| Mullaney, John R          | Coach                                | 0.00          | 0.00             | 4,856.00         |
| Mullin, Paul F            | Eddy Teacher                         | 0.00          | 0.00             | 15,157.00        |
| Murray, Jessica Metters   | Teacher                              | 0.00          | 0.00             | 638.00           |
| Murray, Susan G           | Dir of Food & Nutrition Services     | 67,020.25     | 0.00             | 1,450.76         |
| Nabywaniec, Mary Jo       | Substitute                           | 0.00          | 0.00             | 160.00           |
| Narkon, Hannah            | EES Ed Assistant                     | 8,176.22      | 0.00             | 0.00             |
| Needel, Anne M            | MS Teacher                           | 87,293.88     | 0.00             | 693.50           |
| Nelson, Jr, Roger E       | HS Ed Assistant                      | 28,486.71     | 750.00           | 2,371.99         |
| Newmier, Wilhelmina       | Asst Director Community Ed           | 9,702.52      | 0.00             | 0.00             |
| Newton, Julie T           | Teacher                              | 346.61        | 0.00             | 1,899.07         |

| <b>Employee</b>         | <b>Position</b>           | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|-------------------------|---------------------------|---------------|------------------|------------------|
| Nicholson, Dawn         | Ed Assistant              | 25,580.00     | 0.00             | 392.50           |
| Nickerson, Linda        | MS Nurse                  | 72,710.13     | 0.00             | 0.00             |
| Nielsen, Lise Hembrough | HS Teacher                | 84,234.19     | 2,500.00         | 6,081.00         |
| Niquette, Kelly A       | Teacher                   | 20,221.32     | 0.00             | 364.10           |
| Nobili, Moira B         | Coach                     | 0.00          | 0.00             | 7,351.00         |
| Noone, Traci M          | Substitute                | 0.00          | 0.00             | 964.00           |
| Norregaard, Susan A     | High School Ed Assistant  | 23,370.28     | 0.00             | 1,012.00         |
| Norton, Lisa M          | Tech Teacher WES          | 1,584.48      | 0.00             | 431.11           |
| Norton, Timothy C       | Coach                     | 0.00          | 0.00             | 3,344.00         |
| Novacon, Karen J        | HS Teacher                | 84,234.19     | 500.00           | 746.00           |
| Nowack, James M         | Accounting Manager        | 83,971.00     | 3,000.00         | 0.00             |
| Noyes, Cary A           | Stony Title 1 Teacher     | 19,358.00     | 0.00             | 34.00            |
| Noyes, Richard K        | Community Education       | 960.00        | 0.00             | 0.00             |
| O'Bara, James S         | MS Custodian              | 12,934.83     | 0.00             | 442.89           |
| O'Bara, Susan C         | Teacher                   | 2,393.24      | 0.00             | 374.00           |
| O'Brien, John R         | Substitute                | 0.00          | 0.00             | 80.00            |
| O'Brien, Mary Catherine | Ed Assistant              | 23,216.34     | 0.00             | 36.00            |
| O'Connell, Cornelius    | Custodian                 | 2,157.44      | 800.00           | 21.60            |
| O'Connell, Joanne T     | Speech/Language Preschool | 36,981.04     | 0.00             | 792.24           |
| O'Connell, Nancy        | WES Preschool Teacher     | 84,234.19     | 1,500.00         | 2,500.00         |
| O'Connor, Karen C       | Teacher                   | 0.00          | 0.00             | 442.00           |
| Ogden, Virginia R       | HS Teacher                | 74,020.17     | 2,000.00         | 1,499.00         |
| O'Hara, Cristin E       | MS Teacher                | 76,751.01     | 0.00             | 0.00             |
| Olson, Betsy            | WES SN Ed Assistant       | 913.29        | 0.00             | 296.24           |
| Olson, Coreen M         | Teacher                   | 459.00        | 0.00             | 2,364.50         |
| O'Neil, Dawn J          | MS Teacher                | 87,002.66     | 500.00           | 0.00             |
| O'Shea, Adam C          | Eddy Elementary Teacher   | 561.00        | 0.00             | 0.00             |
| Oullette-Mester, Mary   | Community Education       | 240.00        | 0.00             | 0.00             |
| Page, Phillip           | Custodian                 | 47,670.40     | 800.00           | 240.87           |
| Paine, Jennifer E       | EES Ed Assistant          | 3,291.54      | 0.00             | 0.00             |
| Palazzolo, Jane H       | SBES Teacher              | 0.00          | 0.00             | 34.00            |
| Paulus, Ann K           | MS Teacher                | 66,593.92     | 0.00             | 68.00            |

| <b>Employee</b>       | <b>Position</b>            | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|-----------------------|----------------------------|---------------|------------------|------------------|
| Pavlu, Edward J       | MS Teacher                 | 85,750.22     | 0.00             | 1,629.50         |
| Pavlu, Michele M      | HS Athletic Trainer        | 57,267.39     | 0.00             | 0.00             |
| Peck, Susan           | Ed Assistant               | 22,980.73     | 450.00           | 62.00            |
| Pelletier, Michelle R | Substitute                 | 0.00          | 0.00             | 1,725.00         |
| Peno, Erica           | Teacher                    | 0.00          | 0.00             | 376.50           |
| Perry, Vivian M       | Ed Assistant               | 27,651.33     | 450.00           | 48.00            |
| Peters, Richard E     | MS Custodian               | 1,899.52      | 0.00             | 0.00             |
| Peterson, Allan D     | Orleans Elementary Teacher | 0.00          | 0.00             | 25.50            |
| Peterson, Richard F   | MS Teacher                 | 72,561.69     | 0.00             | 2,101.00         |
| Pillsbury, Timothy    | Custodian                  | 46,259.22     | 0.00             | 2,150.08         |
| Pinkerd, Alysha E     | HS Athletic Substitute     | 0.00          | 0.00             | 9,000.00         |
| Pitta, Sean           | Brewster Custodian         | 202.41        | 0.00             | 0.00             |
| Pollo, Ricardo R      | High School Teacher        | 45,885.21     | 0.00             | 6,939.00         |
| Popoli, Andrea        | Accounts Payable           | 4,079.46      | 0.00             | 0.00             |
| Porteus, Nancy L      | Teacher                    | 0.00          | 0.00             | 128.00           |
| Porteus, Sarah E      | Summer School              | 1,991.87      | 0.00             | 0.00             |
| Potts, David G        | HS Teacher                 | 74,020.17     | 1,500.00         | 15,694.00        |
| Powers, Robert G      | Substitute                 | 0.00          | 0.00             | 1,575.00         |
| Prall, Mark           | MS Club Advisor            | 213.00        | 0.00             | 426.00           |
| Prickitt, Eloise G    | MS Teacher                 | 84,234.19     | 0.00             | 127.50           |
| Princi, Area          | Substitute                 | 0.00          | 0.00             | 1,564.00         |
| Przygocki, Anne S     | Eddy Teacher               | 0.00          | 0.00             | 382.50           |
| Puffer, Denise L      | Substitute                 | 0.00          | 0.00             | 328.00           |
| Quigley, John T       | Coach                      | 0.00          | 0.00             | 4,488.00         |
| Quigley, Julie E      | HS Teacher                 | 45,515.59     | 0.00             | 803.12           |
| Quill, Joanne L       | HS Teacher                 | 74,020.17     | 4,500.00         | 6,348.00         |
| Raimo, Carey          | Occupational Therapist     | 72,027.76     | 0.00             | 0.00             |
| Razinha, Jill         | Ed Assistant               | 13,395.30     | 450.00           | 175.61           |
| Read, Hebert R        | Cafeteria Mgr Substitute   | 0.00          | 0.00             | 1,410.50         |
| Read, Lynn E          | Ed Assistant               | 28,486.71     | 750.00           | 24.00            |
| Reddish, Karen A      | MS Teacher                 | 87,293.88     | 500.00           | 1,237.50         |
| Reed, Mary Ellen      | Nurse                      | 0.00          | 0.00             | 3,228.00         |

| <b>Employee</b>      | <b>Position</b>                | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|----------------------|--------------------------------|---------------|------------------|------------------|
| Reeves, Jessica Jean | Math Teacher                   | 65,670.83     | 0.00             | 1,232.00         |
| Regan, Michelle D    | Region OT                      | 40,791.66     | 0.00             | 0.00             |
| Reiser, Mary         | Secy to Asst Supt              | 23,881.42     | 900.00           | 284.33           |
| Rice, Amanda L       | Substitute                     | 0.00          | 0.00             | 2,387.00         |
| Rice, Daria W        | Occupational Therapist         | 78,474.16     | 0.00             | 0.00             |
| Richard, Paul        | MS Head Custodian              | 66,088.75     | 800.00           | 565.16           |
| Richards, Sharon C   | HS Teacher                     | 64,945.31     | 0.00             | 1,627.00         |
| Richardson, Deana M  | Computer Technician            | 22,159.95     | 0.00             | 0.00             |
| Richer, Susan M      | Teacher                        | 0.00          | 0.00             | 867.00           |
| Ridgeway, Brenda A   | MS Teacher                     | 87,293.88     | 1,500.00         | 3,343.00         |
| Roberts, Amy Lynn    | Spanish Teacher                | 87,293.88     | 0.00             | 787.00           |
| Robinson, Angel Jr   | Coach                          | 0.00          | 0.00             | 2,793.00         |
| Roche, Joanna M      | LT Substitute                  | 0.00          | 0.00             | 1,580.74         |
| Rogers, Jennifer L   | Brewster Ed Assistant          | 6,667.00      | 0.00             | 118.00           |
| Rogers, Marie A      | Substitute                     | 0.00          | 0.00             | 160.00           |
| Rojas, Elaine M      | HS Teacher                     | 93,067.46     | 0.00             | 806.76           |
| Rosato, James H      | Substitute                     | 0.00          | 0.00             | 337.50           |
| Rosato, Kayleen E    | Ed Assistant                   | 611.61        | 0.00             | 0.00             |
| Rotti, Marjorie H    | Secretary to Adult Ed Director | 7,760.91      | 300.00           | 0.00             |
| Rouillard, Nancy J   | Cafeteria                      | 19,667.78     | 550.00           | 807.92           |
| Roubakis, Maria      | Summer School OT               | 2,070.00      | 0.00             | 0.00             |
| Roy, Bonnie B        | Curr Coordinator               | 0.00          | 0.00             | 323.00           |
| Roy, Katherine J     | SBES Teacher                   | 0.00          | 0.00             | 536.00           |
| Roy, Marie-France    | Middle School Teacher          | 48,959.82     | 0.00             | 0.00             |
| Rubin, Carol A       | Eddy SN Teacher                | 4,456.35      | 0.00             | 0.00             |
| Russo, Susan         | HS Cafeteria Worker            | 13,777.40     | 0.00             | 416.35           |
| Ryan, Eileen G       | Ed Assistant                   | 28,215.20     | 750.00           | 0.00             |
| Ryan, Justine A      | SB Preschool Teacher           | 74,195.69     | 0.00             | 0.00             |
| Ryan, Mary Anne      | Eddy Teacher                   | 561.00        | 0.00             | 884.00           |
| Saimeri, Anne L      | Substitute                     | 0.00          | 0.00             | 375.00           |
| Salerno, Sherry L    | Ed Assistant - EES             | 3,591.76      | 0.00             | 167.48           |
| Schneider, Helmut    | Substitute                     | 0.00          | 0.00             | 150.00           |



| <b>Employee</b>         | <b>Position</b>               | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|-------------------------|-------------------------------|---------------|------------------|------------------|
| Schnitzer, Dawn N       | MS SN Teacher                 | 78,480.58     | 0.00             | 283.56           |
| Schwebach, Suzanne M    | Ed Assistant                  | 17,358.14     | 0.00             | 0.00             |
| Sears, Sara H           | Substitute                    | 0.00          | 0.00             | 150.00           |
| Seidel, Marie A         | Substitute                    | 0.00          | 0.00             | 622.00           |
| Seiser, Beth A          | HS Ed Assistant               | 4,862.97      | 0.00             | 14,925.05        |
| Seymour, Christine H    | Eddy Teacher                  | 4,225.28      | 0.00             | 0.00             |
| Shaw, Tamsyn            | Teacher                       | 578.00        | 0.00             | 399.50           |
| Sheehan, William P      | MS SN Teacher                 | 87,293.88     | 0.00             | 4,377.70         |
| Sheptyck, Lora E        | Secretary                     | 38,341.80     | 1,800.00         | 563.85           |
| Shuemaker, Jennifer G   | Teacher                       | 374.00        | 0.00             | 790.50           |
| Sieben, Julie M         | Community Education           | 240.00        | 0.00             | 0.00             |
| Siberberg, David        | Substitute                    | 0.00          | 0.00             | 1,994.00         |
| Silva, Pamela           | MS Secretary to the Principal | 53,270.10     | 0.00             | 1,535.72         |
| Silver, Warren          | Coach                         | 0.00          | 0.00             | 3,146.00         |
| Simms, John             | MS Teacher                    | 53,977.42     | 0.00             | 0.00             |
| Simms, Morgan C         | Substitute                    | 0.00          | 0.00             | 280.00           |
| Simpson, Christy L      | MS Teacher                    | 0.00          | 0.00             | 40,042.58        |
| Simpson, Courtney W     | HS Teacher                    | 71,884.00     | 0.00             | 1,122.50         |
| Sims, Christin R        | Eddy Teacher                  | 0.00          | 0.00             | 357.00           |
| Sisson, Mackenzie A     | Coach                         | 0.00          | 0.00             | 3,230.00         |
| Smith, Audrey C         | MS Teacher                    | 71,958.13     | 0.00             | 2,293.00         |
| Smith, Dorothea A       | Guidance Counselor            | 85,750.22     | 500.00           | 12,829.31        |
| Smith, Eileen A         | Community Education           | 10,560.00     | 0.00             | 0.00             |
| Smith, Gail M           | Ed Assistant                  | 10,127.00     | 0.00             | 611.61           |
| Smith, Kirby J          | Substitute                    | 0.00          | 0.00             | 350.00           |
| Smith, Lorraine         | MS Speech Therapist           | 87,002.66     | 2,000.00         | 0.00             |
| Smith, Noelle K         | Teacher                       | 53,680.41     | 0.00             | 1,880.10         |
| Smith, Odin K           | Community Education           | 720.00        | 0.00             | 0.00             |
| Smith, Renee G          | Substitute                    | 0.00          | 0.00             | 54.90            |
| Sneve-Schultze, Snefrid | Community Education           | 720.00        | 0.00             | 0.00             |
| Snopkowski, Theresa J   | HS Cafeteria Sub              | 0.00          | 0.00             | 1,086.57         |
| Snow, Eleanor           | Region Ed Assistant           | 10,127.00     | 0.00             | 0.00             |

| <b>Employee</b>        | <b>Position</b>                       | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|------------------------|---------------------------------------|---------------|------------------|------------------|
| Snow, Kim F            | SN Ed Assistant                       | 19,490.52     | 0.00             | 1,693.08         |
| Snure, Sheryle A       | Eddy SN Teacher                       | 0.00          | 0.00             | 34.00            |
| Souder, Nancy K        | Eddy Teacher                          | 0.00          | 0.00             | 204.00           |
| Sousa, Katie E         | MS SN Teacher                         | 84,234.19     | 0.00             | 680.00           |
| Souza, Judith E        | Cafeteria                             | 21,246.30     | 1,050.00         | 769.17           |
| Spampinato, Marcia W   | Secretary                             | 30,362.85     | 0.00             | 3,798.93         |
| Spencer, Susan J       | HS SN Ed Assistant                    | 28,486.71     | 1,000.00         | 0.00             |
| Sprague, Suzanne       | SBES Teacher                          | 0.00          | 0.00             | 485.00           |
| Springer, Soni R       | Tutor                                 | 8,219.54      | 0.00             | 628.18           |
| Stack, Mary A          | MS Teacher                            | 87,002.66     | 500.00           | 5,680.56         |
| Stainbrook, Nicole E   | Coach                                 | 0.00          | 0.00             | 4,099.00         |
| Staker, Andrew J       | WES Teacher                           | 82.53         | 0.00             | 0.00             |
| Staruk, Karen L        | Ed Assistant                          | 2,715.08      | 0.00             | 0.00             |
| Steber, Dawn K         | Teacher                               | 0.00          | 0.00             | 442.00           |
| Stevens, Heather L     | HS Teacher                            | 84,234.19     | 0.00             | 6,544.00         |
| Stewart, Karen A       | Substitute                            | 0.00          | 0.00             | 225.00           |
| Stewart, Morgan M      | Teacher                               | 0.00          | 0.00             | 570.00           |
| Stewart, Sarah E       | HS Guidance Counselor                 | 40,878.54     | 0.00             | 2,000.00         |
| Stewart, Susan C       | MS Ed Assistant                       | 28,486.71     | 1,000.00         | 0.00             |
| Suchecki, Judy         | Teacher                               | 0.00          | 0.00             | 638.00           |
| Sullivan, Allan F      | Coach                                 | 0.00          | 0.00             | 4,452.00         |
| Sullivan, Linda Lee    | Eddy SN Ed Assistant                  | 8,323.14      | 0.00             | 34.00            |
| Sullivan, Nancy        | SBES Teacher                          | 0.00          | 0.00             | 34.00            |
| Sullivan, Valerie A    | Substitute                            | 0.00          | 0.00             | 1,324.00         |
| Sutton, Joan A         | Substitute                            | 0.00          | 0.00             | 540.00           |
| Sveden, Nancy F        | Ms SN Ed Assistant                    | 37,998.15     | 450.00           | 298.50           |
| Swenton, Gail P        | Speech Therapist Summer School        | 4,538.88      | 0.00             | 0.00             |
| Swiniarski, Stephen J  | HS Teacher                            | 74,020.17     | 2,000.00         | 2,946.00         |
| Sylvester, Kathleen J  | Community Education                   | 1,990.00      | 0.00             | 0.00             |
| Szczepanek, Lawrence W | Ed Assistant                          | 27,651.33     | 450.00           | 96.00            |
| Szucs, Mary M          | Substitute                            | 0.00          | 0.00             | 313.98           |
| Tefft, Ann M           | Administrative Asst to Superintendent | 68,422.01     | 1,200.00         | 2,806.73         |


| <b>Employee</b>             | <b>Position</b>             | <b>Salary</b> | <b>Longevity</b> | <b>All Other</b> |
|-----------------------------|-----------------------------|---------------|------------------|------------------|
| Thackeray, Megan            | Ed Assistant                | 28,486.71     | 750.00           | 36.00            |
| Thatcher, Kimberly A        | MS SN Ed Assistant          | 27,245.53     | 450.00           | 5,184.00         |
| Thompson, Karl E            | Substitute                  | 0.00          | 0.00             | 6,961.53         |
| Thompson, Vicki             | Substitute                  | 0.00          | 0.00             | 1,537.00         |
| Thomson, Jacqueline A       | Middle School Teacher       | 34,399.26     | 0.00             | 1,737.00         |
| Tierney, Cheryl A           | Region Sub Caller           | 0.00          | 0.00             | 1,609.20         |
| Timmons, Mae A              | HS Speech Therapist         | 87,293.88     | 2,600.00         | 1,880.00         |
| Tobler, Teal A              | HS SN Teacher               | 72,027.76     | 0.00             | 11,819.00        |
| Torres, Rafael R            | Eddy Teacher                | 0.00          | 0.00             | 255.00           |
| Tringale, Kathleen A        | HS Teacher                  | 87,293.88     | 500.00           | 9,221.00         |
| Troutman, Pamela            | High School Psychologist    | 103,688.52    | 0.00             | 4,341.15         |
| Trovato, Kelsey C           | Substitute                  | 0.00          | 0.00             | 3,853.75         |
| Tupper, Katherine           | HS SN Secretary             | 38,341.80     | 1,000.00         | 763.85           |
| Tupper, Stephanie J         | HS Teacher                  | 49,902.51     | 0.00             | 1,232.00         |
| Updegraff, Judith           | Teacher                     | 0.00          | 0.00             | 331.50           |
| Vagan Hildreth, Linda       | WES Ed Assistant            | 53.72         | 0.00             | 0.00             |
| Valdes, Margaret            | School Psychologist         | 49,042.50     | 0.00             | 3,610.68         |
| Van Ness, Chelsea J         | Teacher                     | 0.00          | 0.00             | 782.00           |
| Van Tassel, Kristin E       | HS Ed Assistant             | 26,085.57     | 450.00           | 1,138.85         |
| Van Winkle, Stephanie Gomes | HS Guidance Counselor       | 33,907.68     | 0.00             | 6,340.28         |
| Venditti, Giovanna B        | Dir of Finance & Operations | 120,836.50    | 0.00             | 0.00             |
| Viau-Nielsen, Christine M   | CO Custodian                | 7,733.99      | 0.00             | 0.00             |
| Vidakovich, Michael G       | Substitute                  | 0.00          | 0.00             | 3,812.00         |
| Vigliotte, Marielle         | Nurse                       | 82,914.97     | 0.00             | 0.00             |
| Villamil, Violeta           | Community Education         | 360.00        | 0.00             | 0.00             |
| Vining, Kerri L             | MS SN Teacher               | 74,020.17     | 0.00             | 0.00             |
| Viprino, Kristine           | Eddy Teacher                | 0.00          | 0.00             | 34.00            |
| Wade, Kevin L               | Substitute                  | 0.00          | 0.00             | 50.33            |
| Waldron, Nancy              | Teacher                     | 1,485.45      | 0.00             | 486.10           |
| Waldron, Shannon K          | Substitute                  | 0.00          | 0.00             | 345.00           |
| Walker, Robin V             | HS Teacher                  | 21,966.80     | 0.00             | 0.00             |
| Wall, Lauren J              | Ed Assistant                | 35,269.00     | 1,000.00         | 275.36           |

| <b>Employee</b>            | <b>Position</b>            | <b>Salary</b>        | <b>Longevity</b>  | <b>All Other</b>    |
|----------------------------|----------------------------|----------------------|-------------------|---------------------|
| Wallace, Marjorie A        | WES Teacher                | 10,055.35            | 0.00              | 371.03              |
| Wallen, Susan A            | Payroll and Benefits Coord | 58,676.40            | 0.00              | 0.00                |
| Walsh, Anna K              | Summer School              | 3,590.01             | 0.00              | 0.00                |
| Walsh, Lynn                | Ed Assistant               | 5,571.90             | 0.00              | 1,943.94            |
| Walther, Anne M            | Substitute                 | 0.00                 | 0.00              | 637.50              |
| Walther, Kristen L         | Substitute                 | 0.00                 | 0.00              | 80.00               |
| Ward, Priscilla M          | HS Teacher                 | 82,218.29            | 0.00              | 2,106.00            |
| Warren, Nancy J            | Cafeteria Manager          | 1,672.01             | 300.00            | 0.00                |
| Warren, Patricia A         | MS SN Teacher              | 78,480.58            | 0.00              | 5,505.50            |
| Watson, Faye A             | Substitute                 | 9,357.23             | 0.00              | 847.90              |
| Watson, Jennifer           | Speech Lang. Pathologist   | 46,430.96            | 0.00              | 0.00                |
| Weigand, Geoffrey P        | Substitute                 | 0.00                 | 0.00              | 1,102.00            |
| Wentz, Charles R           | Community Education        | 180.00               | 0.00              | 0.00                |
| White, Brian M             | Guidance Counselor         | 87,002.66            | 0.00              | 5,301.60            |
| White, Gregory R           | HS Teacher                 | 82,218.29            | 0.00              | 550.64              |
| Wiley, Kerry               | MS SN Ed Assistant         | 28,486.71            | 1,200.00          | 49.00               |
| Wilkerson, Kelly M         | MS SN Teacher              | 62,685.09            | 0.00              | 0.00                |
| Wilkinson, Robert H        | Access Teacher and Coach   | 0.00                 | 0.00              | 16,620.89           |
| Williams, Shelby E         | Guid Coun/ Soc Work        | 75,465.32            | 0.00              | 3,001.68            |
| Wilson, Alana G            | WES SN Teacher             | 19,592.77            | 0.00              | 93.50               |
| Wirtz, Meridith A          | HS Guidance Counselor      | 13,150.69            | 0.00              | 743.30              |
| Wissmann, Lianna K         | Substitute                 | 0.00                 | 0.00              | 150.00              |
| Worth, Maurice             | Substitute                 | 0.00                 | 0.00              | 3,040.00            |
| Wright, Laura C            | OES Teacher                | 0.00                 | 0.00              | 765.50              |
| Wright, Philip             | HS Teacher                 | 82,218.29            | 0.00              | 746.00              |
| Yarletts, Mackenzie L.     | Computer Technician        | 10,476.50            | 0.00              | 0.00                |
| Young, Barbara J           | Clerical Secretary         | 12,465.37            | 550.00            | 0.00                |
| Young, Jennifer A          | WES Cafeteria Worker       | 1,334.30             | 0.00              | 0.00                |
| Youngman, Lori M           | OES SN Teacher             | 765.00               | 0.00              | 85.00               |
| Zawadzkas, Jane F          | HS Teacher                 | 0.00                 | 2,500.00          | 0.00                |
| <b>TOTAL NAUSET REGION</b> |                            | <b>17,265,565.90</b> | <b>149,229.00</b> | <b>1,243,995.25</b> |

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## TELEPHONE LISTING & OFFICE HOURS

|   |                       |
|---|-----------------------|
| POLICE – EMERGENCY – 2550 State Highway .....   | 911                   |
| Non Emergency .....   | 508-255-2727          |
| Animal Control Officer .....  | 508-255-0551          |
| <br>FIRE – EMERGENCY - 2520 State Highway .....   | <br>911               |
| Non Emergency .....   | 508-255-2324          |
| <br>TOWN HALL (for all departments) 2500 State Highway .....                                  | <br>508-240-5900      |
| Administration .....  | Ext. 206              |
| Assessing .....   | Ext. 212              |
| Accounting .....  | Ext. 209              |
| Town Clerk/Registrar .....  | Ext.223               |
| Treasurer/Collector .....   | Ext.218               |
| Buildings & Maintenance .....   | Ext. 235              |
| Beach & Recreational Services .....   | Ext.238               |
| Building Dept. ....   | Ext.231               |
| <i>Most offices of the Town are open from 8:00 a.m. ~ 4:00 p.m. with exceptions as noted:</i> |                       |
| Inspector of Buildings: Monday through Friday 7:30 a.m. ~ 3:00 p.m. ....                      | Ext.202               |
| Wiring Inspector: Available in Bldg. Dept. M ~ W ~ F 8:00~8:30 a.m. ....                      | Ext.291               |
| Plumbing/Gas Inspector: Available in Bldg. Dept. Tu ~ Thu 7:30 ~ 8:30 a.m. ....               | Ext 290               |
| Deputy Tax Collector, 76 Falmouth Rd, Hyannis .....   | 508-790-3443          |
| Council on Aging, 1405 Nauset Rd .....  | 508-255-6164          |
| Library, 2510 State Highway .....   | 508-240-5950          |
| Natural Resources/Conservation Commission, 555 Old Orchard Road .....                         | 508-240-5972          |
| Public Works Dept., 555 Old Orchard Road .....  | 508-240-5973          |
| Transfer Station, 255 Old Orchard Road .....  | 508-240-5970          |
| Hours of Operation are Saturday through Wednesday .....                                       | 7:30 a.m. ~ 3:30 p.m. |
| Schools/ Eastham Elementary School, 200 Schoolhouse Road.....                                 | 508-255-0808          |
| Nauset Regional High School, 100 Cable Road .....   | 508-255-1505          |
| Nauset Regional Schools, 78 Eldredge Parkway, Orleans.....                                    | 508-255-8800          |
| Veteran’s Services, 66 Falmouth Road, Hyannis .....   | 508-778-8740          |

**BOARD OF SELECTMEN meets at the Eastham Town Hall in the Earle Mountain meeting room regularly the first and third Monday of the month at 5:00 p.m. and as posted on the Town Hall entrance bulletin board.**